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# Human Resources Management and Industrial/Organizational Psychology

By Steven G Carley MS

Createspace, United States, 2015. Paperback. Book Condition: New. 216 x 140 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.The job of human resources management is to hire the best and most capable individuals in terms of job performance. This job may have become more difficult with the advent of the Civil Rights Act of 1964, stating in no manner shall one be denied employment basing on race or sex. The selection process now may not base strictly on performance, yet on other criteria resulting at times in a less efficient workforce. This is the result of a quota system and lower testing cutoff scores to accommodate the Uniform Guidelines on Employee Selection Procedures. It is a great difference hiring less capable front desk attendants and less capable pilots. Despite a more culturally fair employment practice, losses in productivity do not gear toward the hiring of a minority population. As one can make the assumption, the field of industrial/organizational psychology is ever interested in this topic of employment selection and human resources management and their duty to hiring not only the most efficient and capable workforce, but also one which is free of illegal employment practices.



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