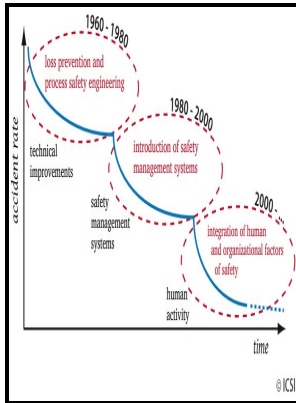


# Personnel selection and assessment - individual and organizational perspectives

L. Erlbaum Associates - Oxford Handbook of Personnel Assessment and Selection



Description: -

- - Voluntarism
  - Primitive societies.
  - Sex.
  - Personnel management.
  - Employee selection. Personnel selection and assessment - individual and organizational perspectives
  - 
  - Series in applied psychology Personnel selection and assessment - individual and organizational perspectives
- Notes: Includes bibliographical references and indexes.  
This edition was published in 1993



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Tags: #Personality #Theory #and #Organizational #Performance

## Personnel Selection and Assessment: Individual and Organizational Perspectives / Edition 1 by Heinz Schuler

An examination of referents used in the evaluation of pay. If a selection process that identifies the best candidates discourages them from accepting the job offer, it is of little use. A lack of concern for the individuals who were being assessed could result in additional criticisms of psychological assessment in employment settings.

## Oxford Handbook of Personnel Assessment and Selection

Seisdedos, Personnel Selection, Questionnaires, and Motivational Distortion: An Intelligent Attitude of Adaptation. For example, people skillful in verbal and mathematical reasoning are considered high on mental ability.

## Personnel Selection And Assessment Individual And Organizational Perspectives Applied Psychology Series PDF Book

This might indicate that equipment re-design or task re-design is required, and selection would focus on identifying those with the aptitude to work with the re-designed equipment or task.

## Personnel Selection and Assessment: Individual and Organizational Perspectives / Edition 1 by Heinz Schuler

Assessment tools can also make the selection decision process more efficient because less time and fewer resources are expended dealing with applicants whose qualifications do not match what is needed by the agency.

## Assessment and Selection

A justice model of applicants' reactions to employment-selection systems is proposed as a basis for organizing previous findings and guiding future research. Validity and utility of alternative predictors of job performance.

## **The Perceived Fairness of Selection Systems: An Organizational Justice Perspective**

On the other hand, the personnel assessment process combines and evaluates all the information gathered about a person to make career or employment-related decisions. Procedural justice: An interpretive analysis of personnel systems. The practice of using a variety of tests and procedures to more fully assess people is referred to as the whole-person approach to personnel assessment.

## **Personality Theory and Organizational Performance**

Predictors used for personnel selection: An overview of constructs, method and techniques. Part IV: Contemporary Approaches to Selection and Assessment  
Some Examples: Introductory Comments.

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