

Applicants identification of key determinants of fairness in selection procedures

- - Employee Selection Process



Description: -

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Major Laws and Regulations that Affect the Selection Proces...

Paper presented at the 24th Annual Conference of International Congress of Psychology, Sydney, Australia. Thus, in sum, study 1 provided partial support for our hypothesis in that participants working with the structured procedure were better at identifying and selecting applicants of higher quality.

Testing and Assessment

Panellists from the economics and health systems field of expertise presented a mean of responses significantly different from the other groups in the majority of indicators. If requested, the recruiting manager or noninee will provide factual, constructive interview feedback to all unsuccessful candidates.

Procedural justice in managerial selection: Identification of fairness determinants and associations of fairness perceptions

Other dimensions where uncertainty about the relevance of the indicators was high were not included in the final set selected.

Tools for fairness: Increased structure in the selection process reduces discrimination

What makes a good test? Otherwise, production may have to be interrupted due to shortage of material. The manual should indicate the important characteristics of the group used in gathering reliability information, such as education level, occupation, etc. If they are sufficiently similar, then the reported reliability estimates will probably hold true for your population as well.

Fairness in Recruitment & Selection

You must determine if the test can be used appropriately with the particular type of people you want to test. It provides due incentives to the employees for continues development in work performance.

Recruitment Process

Contrary to our expectations however, we found no support for the assumption that working with a structured procedure leads to less discrimination of applicants from the outgroup, since participants in the structured condition did not select more outgroup applicants when they were the most competent compared to participants in the unstructured condition. To ensure that the outside test you purchase or obtain meets professional and legal standards, you should consult with testing professionals. Procedure In the lab, an assistant introduced to the procedure to the participants.

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