

Alternative Validation Strategies

Developing New and
Leveraging Existing
Validity Evidence

S. Morton McPhail, Editor

Foreword by Allan H. Church
and Janine Wacławski



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Alternative Validation Strategies S. Morton McPhail, 2007-03-15 *Alternative Validation Strategies* is a groundbreaking compendium of the most current research and practical guidelines for time and cost saving alternatives to the traditional test validation strategies associated with selection processes The state of the science strategies outlined in this valuable resource will help employers to evaluate the inferences drawn from their selection procedures while offering practices that meet stringent legal and regulatory requirements *The ^AOxford Handbook of Personnel Assessment and Selection* Neal

Schmitt, 2013-12-15 *The Oxford Handbook of Personnel Assessment and Selection* distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field *Understanding Employee Engagement* Zinta S. Byrne, 2022-02-25 *Understanding*

Employee Engagement is a comprehensive source for the science and practice of employee engagement This book provides a rigorous and objective review of scholarship and empirical research on engagement from around the world Grounded in theory and empirical research this book debates the definitions of engagement provides a thorough evaluation of empirical findings in the engagement field including a focus on international findings and offers practice implications for organizations The book is broad with references and research across disciplines and countries as well as new sections addressing current challenges such as virtual engagement engaging the aging workforce and perspectives on diversity and inclusion Employers can learn how to foster an engaged organization practitioners can learn how to measure identify and implement evidence based solutions to disengagement and researchers can master the existing engagement literature and begin to study the many propositions and new models the author proposes throughout the book This book is an essential read for scholars researchers practitioners and business leaders alike for understanding how to measure identify and implement evidence based solutions to foster employee engagement *Developing and Validating Rapid Assessment Instruments* Neil

Abell, David W. Springer, Akihito Kamata, 2009-06-22 This pocket guide provides a comprehensive start to finish overview of the basics of scale development giving practical guidance that practitioners at all levels will be able to put to use

Handbook of Employee Selection James L. Farr, Nancy T. Tippins, 2013-09-13 *The Handbook of Employee Selection* summarizes the state of science and practice in the field of employee selection Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program Final sections of the book include chapters that focus on

testing for certain types of jobs e g blue collar jobs supervisory jobs and describe important milestones in the development of selection programs

The Brave New World of eHRM 2.0 James H. Dulebohn, Dianna L. Stone, 2018-02-01 Information technology has had a profound effect on almost every aspect of our lives including the way we purchase products communicate with others receive health care services and deliver education and training It has also had a major impact on human resource management HR processes and it has transformed the way that we recruit select motivate and retain employees Gueutal Kavanagh Thite Johnson 2015 For example some estimates indicated that 100 % of large organizations now use web based recruiting Sierra Cedar 2016 2017 and over half of the training conducted in America is delivered using technology based methods American Society for Training and Development 2015 Results of a survey by the Society for Human Resource Management SHRM 2002 revealed that technology is one of the major drivers of change in today s HR departments In spite of the increased use of technology in the field of HR relatively little research has examined the acceptance and effectiveness of electronic human resource management eHRM methods As a consequence practitioners are implementing these new systems without the benefit of research Thus the primary purpose of this issue is to review the results of research on a number of important eHRM practices including e recruitment e selection gamification e socialization e learning and e performance management It also considers how technology can be used to manage task based contingent workers and examines the problems associated with cyberdeviance in organizations The chapters in this series should be extremely beneficial for HR researchers and practitioners who are employing these new systems

Using Experience to Develop Leadership Talent Cynthia D. McCauley, Morgan W. McCall, Jr., 2014-03-17 How organizations can effectively put experience at the center of the development process Research increasingly and conclusively shows that effective leaders continue to learn grow and change throughout their careers and that a significant part of this development occurs through on the job experiences Co Published by the Society of Industrial and Organizational Psychology and sponsored by the Center for Creative Leadership Using Experience to Develop Leadership Talent provides real world strategies best practices lessons learned and global perspectives on how organizations effectively use experience to develop talent Provides an in depth look at a variety of leader development initiatives that have taken up the challenge of putting experience at the center of the development process Written by senior practitioners who have implemented initiatives they write about Shares new development planning tools systematic approaches to managing the assignments of high potentials tools to educate managers on how to find assignments that meet their employee s development needs Includes online resources that allow employees to search for development opportunities Describing challenges and practices in multinational companies around the world Using Experience to Develop Leadership Talent will serve as a focused guide to how organizations can use on the job development to reshape leader development practices that better integrate work and learning

From Obscurity to Clarity in Psychometric Testing Peter Saville, 2016-06-17 The field of psychometrics has a long and varied tradition across the

social sciences A range of academics have sought to understand human consciousness more fully by statistical testing our abilities personalities attitudes and beliefs But perhaps the area where psychometric techniques have had most impact on contemporary society is in employee recruitment where a range of psychometric tests have become common place Professor Peter Saville is one of the pioneers of adapting psychometric testing to the field of occupational psychology and human resource management In a career of nearly 40 years his work has been adopted by hundreds of public and private organizations assessing the suitability of prospective candidates through a range of questionnaires and tests In this anthology of his work including both keynote conference address and journal papers Saville provides a masterly overview of the field of psychometrics and the key issues and questions that it raises An ideal companion for any student or researcher of HRM occupational or organizational psychology or applied psychology in general Peter Saville s selected works represent the thinking of one of the most influential psychologists of our time Assessment, Measurement, and Prediction for Personnel Decisions Robert M. Guion, 2011-02-25 Robert Guion s best seller is now available in this new second edition This noted book offers a comprehensive and practical view of assessment based personnel decisions not available elsewhere in a single source This edition more frankly evaluates the current research and practice and presents challenges that will change the basic thinking about staffing systems This new edition suggests new directions for research and practice includes emphasis on modern computers and technology useful in assessment and pays more attention to prediction of individual growth and globalization challenges in the assessment process The book will be of interest to faculty and students in Industrial Organizational psychology human resource management and business IO psychologists in private business and public sector organizations who have responsibilities for staffing and an interest in measurement and statistics will find this book useful

Personnel Selection Mark Cook, 2009-04-15 Clear and accessible Personnel Selection will continue to be the guide that students and professionals alike turn to for practical advice in this complex field Fully updated edition of highly successful text Clear accessible and practical in its approach Now includes emotional intelligence and counterproductive work behaviours not covered in any other text at this level

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