

BEYOND MULTIPLE CHOICE

Evaluating Alternatives
to Traditional Testing
for Selection

Edited by

Milton D. Hake

Beyond Multiple Choice Evaluating Alternatives To Traditional Testing For Selection

James L. Outtz



Beyond Multiple Choice Evaluating Alternatives To Traditional Testing For Selection:

Beyond Multiple Choice Milton D. Hakel, 2013-01-11 This volume provides in depth coverage of a key piece of today's human resource selection technology: the viability of alternatives to paper and pencil multiple choice selection tests. Each chapter of this edited volume presents an intensive examination of a key alternative to multiple choice testing. The content of the book's chapters ranges from reviews of issues associated with and evidence available for the use of particular selection text alternatives, computerized testing, performance assessments, to empirical investigation of other alternatives, biodata, creative skills, from examination of standards for choosing among selection tests to practitioners' and test takers' perspectives. This book is important for researchers and practitioners in the human resource selection field who have wanted a resource that provides a comprehensive examination of multiple choice selection testing and its alternatives. *The Oxford 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. **The Handbook of Mentoring at Work** Belle Rose Ragins, Kathy E. Kram, 2007-10-09 This handbook is remarkable in that it provides a comprehensive and finely nuanced account of the diverse approaches that researchers, theorists, and practitioners have taken to mentoring, by incorporating insights of some of the most widely known and respected researchers in careers and in mentoring. This handbook is poised to become a classic in career and mentoring literature with its potential long-term heuristic usefulness in generating new intersections among theory, research, and practice. Rebecca L. Weiler, Suzy D. Enbeau, Patrice M. Buzzanell, Purdue University. This handbook is poised to become a classic in career and mentoring literature with its potential long-term heuristic usefulness in generating new intersections among theory, research, and practice. It is encouraging that so much of the handbook establishes grounds for future communication research and relates directly to current trends in organizational and managerial communication. **MANAGEMENT COMMUNICATION QUARTERLY** Ragins and Kram, both scholars whose work ignited the field of mentoring some 20 years ago and has guided it ever since, have teamed up to produce this lucid and accessible compendium of research and theory on mentoring relationships at work. Bringing together an impressive group of scholars, this volume offers a comprehensive assessment of the current state of knowledge about mentoring, as well as an ambitious theory-driven, practice-oriented agenda for future research. This book is an essential resource and could not be more timely as organizational scholars and practitioners alike grapple with the challenges of developing an ever more diverse workforce to meet the needs of an ever more global and technologically sophisticated organizational world. Robin Ely, Harvard Business School. The most complete reference in mentoring. The most seminal thinkers and the most significant collection of essays in print. A must read for everyone concerned with growth and

learning Warren Bennis University of Southern California This book is extremely timely After two decades of research and debate it provides a definitive guide to the study and practice of mentoring In a world of looming talent shortages it will prove an invaluable resource to reflective practitioners and organizational scholars alike The authors should be congratulated for offering this tour de force of cutting edge research and practice on mentoring while also charting new territories for future investigation Herminia Ibarra INSEAD From two of the leading theorists in the field of mentoring comes an extraordinary volume Ragins and Kram have guided a stellar group of authors toward new heights in theory and practice The book covers all the bases and provides multiple perspectives some entirely new that promise to be generative of innovative research and practice No one interested in mentoring neither scholar nor practitioner can afford to ignore this remarkable book Lotte Bailyn MIT Sloan School of Management The explosion of interest in workplace mentoring today cries out for more robust research frameworks as well as new and better practical applications This superb Handbook closes that gap by bringing together leading scholars and practitioners for a comprehensive overview of this fast growing phenomenon Researchers students human resources professionals and practicing managers alike indeed anyone who has been a mentor or mentee will find this groundbreaking volume an indispensable companion John Alexander Former President and Senior Advisor Center for Creative Leadership The Handbook of Mentoring at Work Theory Research and Practice brings together the leading scholars in the field in order to craft the definitive reference book on workplace mentoring This state of the art guide connects existing knowledge to cutting edge theory research directions and practice strategies to generate the must have resource for mentoring theorists researchers and practitioners Editors Belle Rose Ragins and Kathy E Kram address key debates and issues and provide a theory driven road map to guide future research and practice in the field of mentoring Key Features Takes a three pronged approach Organized into three parts Research Theory and Practice Breaks new theoretical ground in a time of change The theory section extends the theoretical horizon by providing perspectives across related disciplines in order to enrich enliven and build new mentorship theory Makes sense of research and planning new directions The research part brings together leading scholars for the dual purpose of chronicling the current state of research in the field of mentoring and identifying important new areas of research Builds bridges between research and practice The practice part brings together leading mentoring practitioners to connect theory and research to practice specifically addressing how mentoring has changed over the past 20 years Offers coherence within and across each section At the beginning of each part the editors provide a roadmap of the main themes how they relate to one another as well as to other parts of the book Examines the impact of the changing landscape of careers Framed within the new career landscape the book incorporates changes in diversity organizational structure and technology Intended Audience This complete and comprehensive volume defines the current state of the field making it the ultimate resource for scholars students and practitioners pursuing research on mentoring and related phenomena It can also be used as a core or supplementary text in

graduate courses on mentoring in the fields of business management industrial organizational psychology education social work health care nursing communication sociology and criminal justice **Adverse Impact** James L. Outtz,2010-06-10 This text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race ethnicity gender age religion etc This book shows based on scientific research how to design selection systems that minimize subgroup differences The primary object of this volume in the SIOP series is to bring together renowned experts in this field to present their viewpoints and perspectives on what underlies adverse impact where we are in terms of assessing it and what we may have learned or not learned about minimizing it **Researching the Socio-Political Dimensions of Mathematics Education** Paola Valero,Robyn Zevenbergen,2006-04-11 Mathematics education research as a discipline is situated at the confluence of an array of diffuse seemingly incommensurable and radically divergent discourses Research claims that have grown out of mathematics education are wide ranging and antagonistic rather than circumscribed by hidebound disciplinary frames While there has never been a unified totalising discipline of knowledge labelled mathematics education research and while it has always been a contested terrain it is fair to say that the master paradigm out of which this field has been generated has been that of cognitive psychology Mainstream mathematics education knowledges refracting the master discourse of psychology whereby cognition serves as the central privileged and defining concept clearly delimits its possibilities for serving as a social tool of democratic transformation The central point of departure of this new collection is that mathematics education research is insufficiently univocal to support the type of uncompromising interpretation that cognitive psychologists would bring to it The hallmark contribution of this pathbreaking volume edited by Paola Valero and Robyn Zevenbergen is the paradigmatic shift the authors have effected in the field of mathematics education research taking up a position at the faultline of socio cultural analysis and critical pedagogy **The SAGE Handbook of Industrial, Work & Organizational Psychology** Deniz S Ones,Neil Anderson,Chockalingam Viswesvaran,Handan Kepir Sinangil,2017-12-04 The first volume in The SAGE Handbook of Industrial Organizational and Work Psychology introduces key concepts in personnel and employee performance from cognitive ability and the psychological predictors used in assessments to employee and team values The editor and contributors present a clear overview of key research in the areas of behaviour change and how to assess individual job performance making Volume I indispensable for anyone working in or studying Human Resource Management *Technical Report* ,2006 **The Oxford Handbook of Human Resource Management** Peter Boxall,John Purcell,Patrick Wright,2008-06-05 HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in Personnel Management Industrial Relations and Industrial Psychology People Management and High Performance teams have become key functions and goals for manager at all levels in organizations

The Oxford Handbook brings together leading scholars from around the world and from a range of disciplines to provide an authoritative account of current trends and developments The Handbook is divided into four parts Foundations and Frameworks Core Processes and Functions Patterns and Dynamics Measurement and Outcomes Overall it will provide an essential resource for anybody who wants to get to grips with current thinking research and development on HRM

Handbook of Organizational Creativity Michael D. Mumford,2011-10-07 Handbook of Organizational Creativity is designed to explain creativity and innovation in organizations This handbook contains 28 chapters dedicated to particularly complex phenomena all written by leading experts in the field of organizational creativity The format of the book follows the multi level structure of creativity in organizations where creativity takes place at the individual level the group level and the organizational level Beyond just theoretical frameworks applications and interventions are also emphasized This topic will be of particular interest to managers of creative personnel and managers that see the potential benefit of creativity to their organizations Information is presented in a manner such that students researchers and managers alike should have much to gain from the present handbook Variables such as idea generation affect personality expertise teams leadership and planning among many others are discussed Specific practical interventions are discussed that involve training development rewards and organizational development Provides a summary of the field s history the current state of the field as well as viable directions for future research

Contemporary Perspectives in E-Learning Research Gráinne Conole,Martin Oliver,2006-11-22 E learning is at an exciting point in its development this book aims to define e learning as a field of research highlighting the complex issues activities and tensions that characterize the area

Reviewing **Beyond Multiple Choice Evaluating Alternatives To Traditional Testing For Selection**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Beyond Multiple Choice Evaluating Alternatives To Traditional Testing For Selection**," an enthralling opus penned by a very acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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