

Assessment, Measurement, and Prediction for Personnel Decisions

Robert M. Guion

SECOND EDITION

Assessment Measurement And Prediction For Personnel Decisions

Nikki Blacksmith, Maureen E. McCusker



Assessment Measurement And Prediction For Personnel Decisions:

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. 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. **Handbook of Employee Selection** James L. Farr, Nancy T. Tippins, 2017-03-27

This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection. In this volume, a diverse group of recognized scholars inside and outside the United States balance theory, research and practice, often taking a global perspective. Divided into eight parts, chapters 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. Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs, e.g. blue collar jobs. The second edition features a new section on technology and employee selection. The Handbook of Employee Selection, Second Edition provides an indispensable reference for scholars, researchers, graduate students and professionals in industrial and organizational psychology, human resource management and related fields.

Data-Driven Decision Making in Entrepreneurship Nikki Blacksmith, Maureen E. McCusker, 2024-04-02 Since the beginning of the 21st century, there has been an explosion in startup organizations. Together, these organizations have been valued at over 3 trillion. In 2019 alone, nearly 300 billion of venture capital was invested globally. Global Startup Ecosystem Report 2020. Simultaneously, an explosion in high volume and high velocity of big data is rapidly changing how organizations function. Gone are the days when organizations can make decisions solely on intuition, logic or experience. Some have gone as far as to say that data is the most valuable currency and resource available to businesses and startups are no exception.

However startups do differ from their larger counterparts and corporations in three distinct ways 1 they tend to have fewer resources time and specialized training to devote to data analytics 2 they are part of a unique entrepreneurial ecosystem with unique needs 3 scholarship and academic research on human capital data analytics in startups is lacking Existing entrepreneurship research is primarily conducted in business schools There needs to be more integration of industrial organizational psychology and entrepreneurship This book was designed to do just that to demonstrate how organizational psychology with a focus on human capital data and analytics can advance the science and practice of entrepreneurship This book is purposefully designed to address the unique idiosyncrasies of the science research and practice of startups and the entrepreneurial ecosystem Each chapter takes a science practice perspective highlighting a specific human capital management topic e g learning and development team effectiveness human capital due diligence and discusses how leveraging data can help enhance decision making The volume is grounded in sound theory and practice of organizational psychology entrepreneurship and management It is divided into three parts 1 human capital assessment and development for startups 2 understanding startup situations environments and support systems and 3 measuring startup level performance

Handbook of Police Psychology Jack Kitaeff, 2011-03-17 The Handbook of Police Psychology represents the contributions of over thirty police psychologists all experts in their field on the core subject matters of police psychology Police psychology is broadly defined as the application of psychological principles and methods to law enforcement This growing area includes topics such as screening and hiring of police officers conducting screening for special squads e g SWAT fitness for duty evaluations investigations hostage negotiations training and consultation and stress counseling among others The book examines the beginnings of police psychology and early influences on the profession such as experimental investigations of psychological testing on police attitude and performance Influential figures in the field of police psychology are discussed including the nation's first full time police psychologist who served on the Los Angeles Police Department and the first full time police officer to earn a doctorate in psychology while still in uniform with the New York Police Department The History of Educational Measurement Brian E. Clauser, Michael B. Bunch, 2021-07-07 The History of Educational Measurement collects essays on the most important topics in educational testing measurement and psychometrics Authored by the field's top scholars this book offers unique historical viewpoints from origins to modern applications of formal testing programs and mental measurement theories Topics as varied as large scale testing validity item response theory federal involvement and notable assessment controversies complete a survey of the field's greatest challenges and most important achievements Graduate students researchers industry professionals and other stakeholders will find this volume relevant for years to come

Handbook of Understanding and Measuring Intelligence Oliver Wilhelm, Randall W. Engle, 2005 it is extremely useful and contemporary covering among its five hundred pages genetics neuro imaging and emotional intelligence It also provides a good indicator of current psychological work in the area with empirical evidence and theory sitting alongside each other The

material on meta cognition would I suspect be of most interest to philosophers along with the more basic questions concerning the nature of memory and intelligence

PRACTICAL PHILOSOPHY This volume provides an in depth yet accessible and up to date review of the key topics pertinent to current intelligence research This state of the art summary about our theoretical understanding of human abilities and their measurement is of interest for researchers practitioners and advanced students in psychology education and related disciplines It s a great summary and a good read on a truly important topic Dr Heinz Holling University of Muenster Wilhelm and Engle have compiled a highly informative set of chapters on various topics related to intelligence The chapters describing recent European work will be especially informative for North American readers The work is strengthened by provision of review chapters that keep the reader in sight of the forest rather than the trees Earl Hunt University of Washington Without an informed cognitive understanding of intelligence as a construct the technology of intelligence testing will make little to no progress Psychologists with a more psychometric background need detailed knowledge about the cognitive processes underlying intelligent behavior Likewise psychologists with a more cognitive or experimental background need to make more use of applied knowledge from psychometric research Earl Hunt Without an informed cognitive understanding of intelligence as a construct the technology of intelligence testing will make little to no progress Psychologists with a more psychometric background need detailed knowledge about the cognitive processes underlying intelligent behavior Likewise psychologists with a more cognitive or experimental background need to make more use of applied knowledge from psychometric research

The Handbook of Understanding and Measuring Intelligence provides an overview of recent studies on intelligence to help readers develop a sound understanding of results and perspectives in intelligence research In this volume editors Oliver Wilhelm and Randall W Engle bring together a group of respected experts from two fields of intelligence research cognition and methods to summarize review and evaluate research in their areas of expertise The chapters in this book present state of the art examinations of a particular domain of intelligence research and highlight important methodological considerations theoretical claims and pervasive problems in the field The Handbook provides those with a broad interest in individual differences cognitive abilities intelligence educational measurement thinking reasoning or problem solving with a comprehensive description of the status quo and prospects of intelligence research The book is divided into two parts that are intended to build upon and relate to one another Part I the cognitive section explores several theoretical viewpoints on intelligence and Part II the methodological section addresses fundamental statistical problems and pragmatic assessment problems in measuring intelligence

Key Features The volume editors provide a general introduction and conclude the book with an integrative epilogue Contributors to this volume are experts in intelligence with a background in methodology or theory who offer current theoretical perspectives and recent empirical results which are of interest to a broad audience In addition to contributions from U S intelligence experts authors from Europe and Australia provide an international perspective and articulate viewpoints and results not otherwise readily

available to an American audience. Developments in theory are described with respect to their implications at the measurement level and developments on the methodological level are evaluated with respect to their contribution to the theoretical understanding of intelligence. The Handbook is designed for scholars and psychology professionals interested in intelligence, cognitive abilities, educational testing, and measurement, reasoning, and problem solving. It can also be used by advanced undergraduate and graduate students studying intelligence or the psychology of individual differences. In addition, the Handbook will be a welcome addition to any academic library.

Encyclopedia of Industrial and Organizational Psychology Steven G. Rogelberg, 2006-08-18. Industrial and organizational psychologists help develop strategies that optimize human potential and build better organizations by focusing on behavior within the specific environmental, technological, and social environment of the workplace. Bottom line: I/O psychologists contribute to an organization's success by resolving its human problems and improving the performance and well-being of its people. With more than 400 entries, the *Encyclopedia of Industrial and Organizational Psychology* presents a thorough overview of the cross-disciplinary field of industrial and organizational psychology for students, researchers, and professionals in the areas of psychology, business management, and human resources. In two volumes, readers are provided with state-of-the-art research and ready-to-use facts.

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- Contributors represent the foremost faculty, journal editors, practitioners, and professional society leaders from throughout the world. They provide a historical and contemporary perspective on the topic in a reader-friendly manner that stresses both science and practical application.
- Extensive cross-listing allows the reader to identify common threads among topics. Entries conclude with references and lists of further readings and web sites.
- Offers contributions from major subfields shaping I/O Psychology today, including social psychology, industrial relations, communication studies, organizational sociology, human factors, occupational health, and management.
- Provides a Reader's Guide, topical table of contents, and an integrated set of unique appendices designed for an aspiring I/O psychologist.
- Key Themes:** History, Ethical and Legal Issues, Research Methods, Measurement, Theory and Statistics, Understanding and Assessing Individual Differences, Employment, Staffing and Career Issues, Developing Training and Evaluating Employees, Productive and Counterproductive Employee Behavior, Motivation and Job Design, Leadership and Management Groups, Teams and Working with Others, Employee Well-Being and Attitudes, Organizational Structure, Design and Change, Professional Organizations and Related Fields.

Adverse Impact and Test Validation Dan Biddle, 2005. Adverse impact analyses and test validation promote social justice and equity. Employers who unknowingly use invalid tests or recruitment procedures that have an adverse impact are reducing minority and/or female representation in their

workforce unfairly screening out qualified workers and worst of all just plain discriminating This book provides you with analyses that allow you to identify which of your selection procedures have adverse impact The validation steps will help you decide whether to keep the selection procedure because it s valid change it or stop using it altogether The CD included in the back cover of the book includes tools which may be used on a trial evaluation basis describing several of the functions described in the book including Adverse Impact Toolkit Test Validation and Analysis Program TVAP and Guidelines Oriented Job Analysis GOJA Manual This guide goes beyond the concepts theories and ideas behind adverse impact and test validation It not only explains what to do but crucially also shows you how to do it Psychology and Work Donald M. Truxillo,Talya N. Bauer,Berrin Erdogan,2021-08-18 Psychology and Work is a new edition of the award winning textbook written for introductory Industrial and Organizational I O Psychology classes This book makes the core topics of I O Psychology clear relevant and accessible to students through its dynamic design The real world examples from the perspectives of employees and employers highlight how I O Psychology is applied to today s workplace Psychology and Work Second Edition covers the core areas of I O Psychology including an overview of the field and its history The topics covered include up to date research methods and statistics job analysis and criterion measurement performance appraisal personnel selection training and development work motivation leadership job attitudes and emotions occupational health psychology safety and stress teams and organizational structure culture and change Throughout the text an emphasis is placed on essential issues for today s workplace such as diversity and inclusion the evolving role of big data and analytics legal issues and the changing nature of work Written by dedicated I O professors with expertise in I O Psychology and teaching this course the book and supporting materials provide a range of high quality pedagogical materials including interactive features quizzes PowerPoint slides numerous case studies recommended videos and an expanded high quality test bank

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