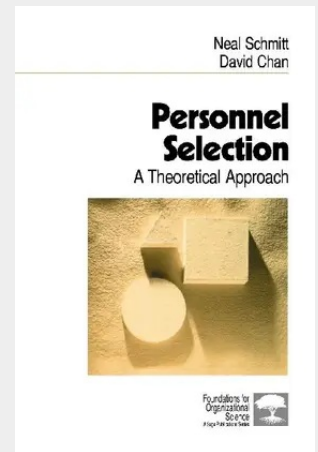


Personnel Selection

The purpose of the books in the Foundations for Organizational Science series is to describe what is known in a subject area, what we need to know to substantially increase our knowledge and practice, and ideas about how to go about obtaining this knowledge. The books are also targeted to graduate students in the organizational sciences. Personnel Selection offers a comprehensive, state-of-the-art look at the field of personnel selection. This book also emphasizes the role of theory in the personnel selection research, an area of organizational science that is often characterized as lacking in theoretical bases. Traditional topics, such as job analysis, performance measurement, the measurement of individual difference characteristics, the design of validation research, and the evaluation of validation data, are covered. In addition, novel ideas concerning levels of analysis issues, examinee reactions to tests, the impact of changing technology and means of communication, and globalization are also discussed. Each chapter provides detailed access to current knowledge, identifies sources that can provide further detail, and ends with a summary of the major research questions that should be addressed to advance understanding of the issues described in that chapter.

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167,80 €

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Lieferfrist: bis zu 10 Tage

Artikelnummer: 9780761909866

Medium: Buch

ISBN: 978-0-7619-0986-6

Verlag: Sage Publications

Erscheinungstermin: 04.08.1998

Sprache(n): Englisch

Auflage: 1. Auflage 1998

Serie: Foundations for Organizational Science

Produktform: Kartoniert

Gewicht: 641 g

Seiten: 392

Format (B x H): 152 x 229 mm

