

Employee Recruitment Selection And Assessment Contemporary Issues For Theory And Practice Current Issues In Work And Organizational Psychology

Richard N. Landers

Employee Recruitment, Selection, and Assessment Ioannis Nikolaou, Janneke K. Oostrom, 2015-04-17 Personnel selection is changing. Whilst traditional face-to-face interviews are still common, the range of assessment processes that inform the selection of candidates is increasingly diverse, taking advantage not only of new technologies, but also using new methods and strategies, such as assessment centres and personality testing. This new collection looks at the most important contemporary issues in recruitment, selection and assessment today, highlighting the latest research from the perspective of both recruiter and applicant. The book is written by an international range of prominent scholars in this area, and provides up-to-date analysis of key topic areas, including: How measurements of intelligence can impact on recruitment policies The use and value of personality tests An analysis of social interaction in the interview process The value and impact of video resumes in recruitment How social networks affect how applicants are perceived Job analysis and competencies modelling Part of the Current Issues in Work & Organizational Psychology series, this is an important book that shines a light on the latest theory and practice in employee recruitment. It will interest not only students and researchers of Organizational Psychology, HRM and Business and Management, but will also engage professionals in the field.

Clinical Laboratory Management Shakti Kumar Yadav,

An Introduction to Work and Organizational Psychology Nik Chmiel, Franco Fraccaroli, Magnus Sverke, 2017-03-08 The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology, exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject. Third edition of a classic textbook offering a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field An innovative new six part structure with two-colour presentation focuses the core material around issues that are either Job-Focused, Organization-Focused, or People-Focused Each chapter title is a question designed to engage readers in understanding work and

organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co-editors in Franco Fraccaroli from Italy and Magnus Sverke, who join Nik Chmiel and will increase relevance and appeal for European students

Flow at Work Clive Fullagar, Antonella Delle Fave, 2017-03-16 Flow can be defined as the experience of being fully engaged with the task at hand, unburdened by outside concerns or worries. Flow is an enjoyable state of effortless attention, complete absorption, and focussed energy. The pivotal role of flow in fostering good performance and high productivity led psychologists to study the features and outcomes of this experience in the workplace, in order to ascertain the impact of flow on individual and organizational well-being, and to identify strategies to increase the workers' opportunities for flow in job tasks. This ground-breaking new collection is the first book to provide a comprehensive understanding of flow in the workplace that includes a contribution from the founding father of flow research, Mihaly Csikszentmihalyi. On a conceptual level, this book clarifies the features and structure of flow experience; and provides research-based evidence of how flow can be measured in the workplace on an empirical level, as well as exploring how it impacts on motivation, productivity, and well-being. By virtue of its rigorous but also practical approach, the book represents a useful tool for both scientists and practitioners. The collection addresses a number of key issues, including: Core components of how the idea of flow differs from experience in the work context Organizational and task-related conditions fostering flow at work How flow can be measured in the workplace The organizational and personal implications of flow The relationship between task features and flow opportunities at work Featuring contributions from some of the most active researchers in the field, Flow at Work: Measurement and Implications is an important book in an emerging field of study. The concept of flow has enormous implications for organizations as well as the individual, and this volume will be of interest to all students and researchers in organizational/occupational psychology and positive psychology, as well as practitioners and consultants with an interest in employee motivation and well-being.

The Psychology of Humor at Work Christopher Robert, 2016-12-19 This is the first book to look at the psychological processes that enable humor to affect people and teams in the workplace. It recognizes that humor plays many roles beyond making people feel happier and more productive, and acknowledges humor's potential darker side as well. Bringing together a small but growing field of study, the book features chapters around core psychological topics such perception, creativity and stress, while also addressing organizational issues such as leadership, teamwork, and social networks. The collection concludes with chapters on the role of humor in recruitment processes, as well as how humor consultants work with organizations. Each chapter in The Psychology of Humor at Work not only provides a comprehensive review of what is known in that area, but also considers future directions for research and practice. It will prove fascinating reading for students, practitioners and researchers in organizational psychology, HRM, and business and management.

Burnout While Working Michael P. Leiter, Cary L. Cooper, 2022-12-27 This book offers an extensive look into the ways living through the COVID-19 pandemic has deepened our understanding of the crises people experience in their relationships with work. Leading experts explore burnout as an occupational phenomenon that arises through mismatches between workplace and individuals on the day-to-day patterns in work life. By disrupting where, when, and how people worked, pandemic measures upset the delicate balances in place regarding core areas of work life. Chapters examine the profound implications of social distancing on the quality and frequency of social encounters among colleagues, with management, and with clientele. The book covers a variety of occupational groups such as those in the healthcare and education sectors, and demonstrates the advantages and strains that come with working from home. The authors also consider the broader social context of working through the pandemic regarding risks and rewards for essential workers. By focusing on changes in organisational structures, policies, and practices, this book looks at effective ways forward in both recovering from this pandemic and preparing for further workplace disruptions. A wide audience of students and researchers in psychology, management, business, healthcare, and social sciences, as well as policy makers in government and professional organisations, will benefit from this detailed insight into the ways COVID-19 has affected contemporary work attitudes and practices.

Twenty Ways to Assess Personnel Adrian Furnham, 2021-07 We have many ways to assess people, but which method is best? Discover psychology-based methods optimized for accuracy.

The SAGE Handbook of Human Resource Management Adrian Wilkinson, Nicolas Bacon, Scott Snell, David Lepak, 2019-04-08 The new edition of this SAGE Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management. Bringing together contributions from leading international scholars - and with brand new chapters on key emerging topics such as talent management, engagement, e-HRM and big data - the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management, while contextualizing practice within wider theoretical considerations. Internationally minded chapters combine a critical overview with discussion of key debates and research, as well as comprehensively dealing with important emerging interests. The second edition of this Handbook remains an indispensable resource for advanced students and researchers in the field.
PART 01: Context of Human Resource Management PART 02: Fundamentals of Human Resource Management PART 03: Contemporary Issues

Organizational and Work Psychology: Topics in Applied Psychology Cary Cooper, Ian Rothmann, 2013-11-26 Topics in Applied Psychology is a series of integrated texts combining both the academic and professional aspects of applied psychology. Written by a team of high-profile UK academics, this series is ideal for second- and third-year psychology undergraduates.

Idiosyncratic Deals between Employees and Organizations Matthijs Bal, Denise Rousseau, 2015-09-16 A hot topic in the area of work and organizational psychology with increasing interest among researchers. The book provides an accessible overview of i-deals suitable for both advanced students and researchers. International range of contributors, including researchers from the UK, US, Europe and Asia, makes the book both comprehensive and cross-cultural. Co-editor Rousseau's original book on this topic won the George R. Terry Award for Best Book 2006 from the Academy of Management.

Social Media in Employee Selection and Recruitment Richard N. Landers, Gordon B. Schmidt, 2016-05-03 This timely resource offers fresh research on companies' use of social media platforms—from Twitter and Facebook to LinkedIn and other career sites—to find and hire personnel. Its balanced approach explains why and how social media are commonly used in both employee recruitment and selection, exploring relevant theoretical constructs and practical considerations about their appropriateness and validity. Contributors clarify a confusing cyberscape with recommendations and best practices, legal and ethical issues, pitfalls and problems, and possibilities for standardization. And the book's insights on emerging and anticipated developments will keep the reader abreast of the field as it evolves. Included in the coverage: · Social media as a personnel selection and hiring resource: Reservations and recommendations. · Game-thinking within social media to recruit and select job candidates. · Social media, big data, and employment decisions. · The use of social media by BRIC nations during the selection process. · Legal concerns when considering social media data in selection. · Online exclusion: Biases that may arise when using social media in talent acquisition. · Is John Smith really John Smith? Misrepresentations and misattributions of candidates using social media and social networking sites. Social Media in Employee Selection and Recruitment is a bedrock reference for industrial/organizational psychology and human resources academics currently or planning to conduct research in this area, as well as for academic libraries. Practitioners considering consulting social media as part of human resource planning or selection system design will find it a straight-talking guide to staying competitive.

The SAGE Handbook of Personality and Individual Differences Virgil Zeigler-Hill, Todd K. Shackelford, 2021-08-04 The examination of personality and individual differences is a major field of research in the modern discipline of psychology. Concerned with the ways humans develop an organised set of characteristics to shape themselves and the world around them, it is a study of how people come to be 'different' and 'similar' to others, on both an individual and a cultural level. The SAGE Handbook of Personality and Individual Difference is the broadest and most comprehensive overview of the field to date. With outstanding contributions from leading scholars across the world, this is an invaluable resource for researchers and graduate students. Its three volumes cover all of the central concepts, domains and debates of this globally-expanding discipline, including the core theoretical perspectives, research strategies, as well as the origins, applications, and measurement of personality and individual difference.

An Introduction to Work and Organizational Psychology Nik Chmiel, Franco Fraccaroli, Magnus Sverke, 2017-03-08

The latest edition of this classic text provides a comprehensive and internationally relevant introduction to work and organizational psychology, exploring the depth and diversity of the field in an accessible way without obscuring the complexities of the subject. Third edition of a classic textbook offering a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field An innovative new six part structure with two-colour presentation focuses the core material around issues that are either Job-Focused, Organization-Focused, or People-Focused Each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field The third edition introduces two new co-editors in Franco Fraccaroli from Italy and Magnus Sverke, who join Nik Chmiel and will increase relevance and appeal for European students

The Cambridge Handbook of Technology and Employee Behavior Richard N. Landers,2019-02-14 Experts from across all industrial-organizational (IO) psychology describe how increasingly rapid technological change has affected the field. In each chapter, authors describe how this has altered the meaning of IO research within a particular subdomain and what steps must be taken to avoid IO research from becoming obsolete. This Handbook presents a forward-looking review of IO psychology's understanding of both workplace technology and how technology is used in IO research methods. Using interdisciplinary perspectives to further this understanding and serving as a focal text from which this research will grow, it tackles three main questions facing the field. First, how has technology affected IO psychological theory and practice to date? Second, given the current trends in both research and practice, could IO psychological theories be rendered obsolete? Third, what are the highest priorities for both research and practice to ensure IO psychology remains appropriately engaged with technology moving forward?

The Oxford Handbook of Personnel Assessment and Selection Neal Schmitt,2013-12-15 Employee selection has long stood at the practical forefront of industrial/organizational psychology. Today's social, business, and economic climates require ongoing adaptations by those who select organizations' personnel, and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential. The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection (web-based assessments, social networking, globalization of organizations), situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics. Comprising chapters from authors in both the private sector and academia, this volume is organized into seven parts: (1) historical and social context of the field of assessment and selection; (2) research strategies; (3) individual difference constructs that underlie effective performance; (4) measures of predictor constructs; (5) employee performance and outcome assessment; (6) societal and organizational constraints on selection practice; and (7) implementation and sustainability of selection systems. While providing a comprehensive review of

current research and practice, the purpose of this handbook is to provide an up-to-date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners. This compendium is essential reading for industrial/organizational psychologists and human resource managers.

Resourcing and Talent Management Stephen Taylor,2021-12-03 An essential textbook for the CIPD Level 7 module in Resourcing and Talent Management which covers the recruitment, selection and retention of staff as well as employee retirement, dismissals and redundancy. Resourcing and Talent Management provides broad and accessible coverage of key topics for HR masters students and is the essential companion for the CIPD Level 7 module of the same name. It covers everything from job design and both internal and external recruitment through to interviewing, selection and contracts of employment. There is also guidance on staff retention, succession planning, employee turnover as well as crucial information on how staff leave the business whether this is retirement, redundancy or dismissal. This new edition of Resourcing and Talent Management now includes a brand new chapter on managing absence as well as new content on the UK labour market outside the EU and the implications of Brexit on recruitment and staff development, Fully updated throughout and aligned to the new CIPD qualification framework, this textbook includes 'explore further' boxes to encourage students to read more deeply, 'pause for thought' boxes to encourage reflection on learning and activities to put their learning in practice and test their understanding.

The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein,Elaine D. Pulakos,Carla Semedo,Jonathan Passmore,2020-04-06 An unmatched collection of resources perfect for psychologists, scholars, and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention, an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment, selection, and retention. Every chapter offers an in-depth review of the most recent literature and provides academics, researchers, industry practitioners, and students with a holistic reference to relevant data and theory. The book includes job analyses, biodata, simulation exercises, talent management guides, talent assessment guides for leadership development, and online employee selection strategies.

The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein,Elaine D. Pulakos,Carla Semedo,Jonathan Passmore,2017-05-05 An unmatched collection of resources perfect for psychologists, scholars, and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention, an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment, selection, and retention. Every chapter offers an in-depth review of the most recent literature and provides academics, researchers, industry practitioners, and students with a holistic reference to relevant data and theory. The book includes job analyses, biodata, simulation exercises, talent management guides, talent assessment guides for

leadership development, and online employee selection strategies.

Recent Developments in Recruitment and Selection Kristina Potočnik, Neil Anderson, Marise Ph. Born, Martin Kleinmann, Ioannis Nikolaou, 2024-10-04 This book brings together top recruitment and selection scholars to discuss recent challenges in employee recruitment and selection underpinned by research evidence from different European countries. Broadly speaking, recruitment and selection are concerned with attracting qualified candidates to apply for available jobs and selecting the best ones from the pool of available candidates. As such, they are critical to any business. Numerous toolkits and best practice guides exist to help recruiters navigate different stages of recruitment and selection. However, traditional recruitment and selection practices should be adjusted to respond to diverse challenges in the current and future world of work related with increased volatility, uncertainty, complexity, and ambiguity. Specific examples of these challenges are related with the accelerated use of technology and artificial intelligence, as well as more flexible work practices, such as hybrid and platform-based work. The chapters in this volume cover the use of technology and gamification, applicant discrimination and stigmatization, and applicant reactions to technology-mediated selection methods, among others. This book is the ideal text for students, scholars and researchers of HRM, Business and Management and Organizational Psychology. It will also interest practitioners and professionals in the field. The chapters in this book were originally published as a special issue of European Journal of Work and Organizational Psychology.

Noncognitive Skills and Their Influencing Factors for Children Jinyan Zhou, 2021-12-19 Non-cognitive skills are often used to refer to those skills that do not fall within the cognitive category but to describe a stable pattern of thought, feeling, and behavior in different situations and backgrounds with profitable and investable characteristics, such as conscientiousness, perseverance, and teamwork, which are critically important in education. However, for many years, non-cognitive skills have always been ignored in human capital theory. The book, using a multidisciplinary approach, tries to uncover the noncognitive components of human capital, so as to answer the question what is the skill that should be invested in? The author expands the connotations of human capital by exploring the value of noncognitive skills and their production patterns, constructing a measurement framework and a set of tools to measure noncognitive skills. She especially carries out an empirical survey which covers primary and secondary school students from seven provinces of China's east, middle, and west areas. With the data collected, she analyzes Chinese students' noncognitive development and further identifies the critical factors that may impact their noncognitive skills by applying the Bayesian Model Average approach. The book will be a theoretical contribution to education economics. Researchers interested in education in China, children's development, and policymakers in the field of education will find this book helpful and resourceful.

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