



The Oxford Handbook of Personnel Assessment and Selection (Oxford Library of Psychology)

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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.

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