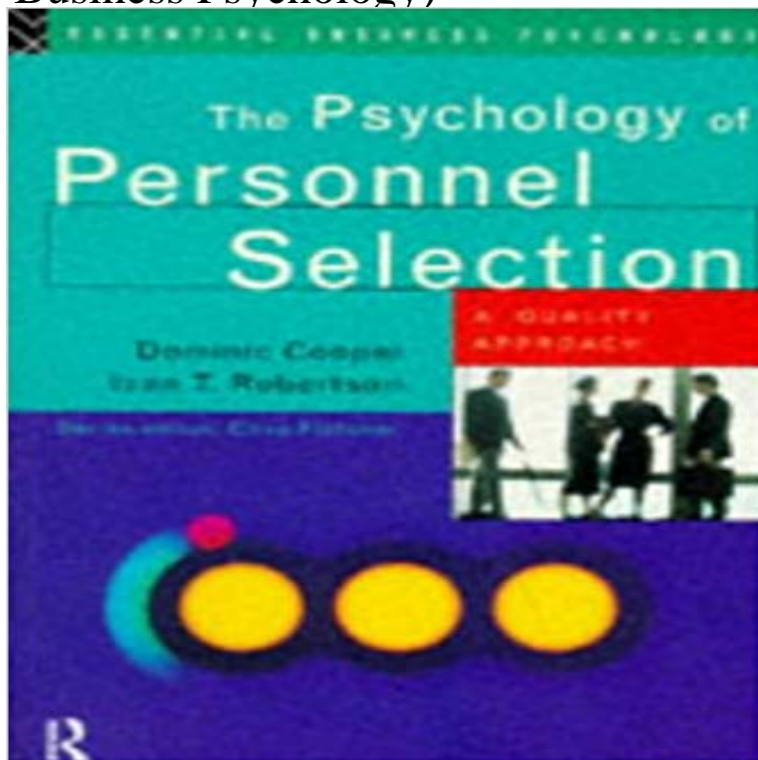


The Psychology of Personnel Selection: A Quality Approach (Essential Business Psychology)



The impact of personnel selection on people and organizations is crucial. So too are the means used to evaluate performance subsequently. Starting with an overview of the classic psychological variables among individuals, matched against different job-related competencies, this study goes on to discuss quality standards in selection, interview techniques and job analysis. Psychological research and theory on human judgement and attribution are used to give an overview of decision-making processes. The insights brought to bear from occupational psychology on current organizational practices in selection and assessment have implications for today's managers. The study is aimed at trainers and consultants in personnel and human resource management, as well as managers and students of management.

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