This engaging and thought-provoking text introduces the main techniques, theories, research and debates in personnel selection, helping students and practitioners to identify the major predictors of job performance as well as the most suitable methods for assessing them. Tomas Chamorro-Premuzic and Adrian Furnham provide a comprehensive, critical and up-to-date review of the constructs we use in assessing people—intelligence, personality, creativity, leadership and talent—and explore how these help us to predict differences in individuals' performance. The contemporary application of psychological tests and measures to personnel selection can be traced to the dual influences of the turn-of-the-century industrial psychologists and the field of management science. Although the investigation of personality has roots that extend to the ancient Greeks, many psychologists of the late 19th century viewed the application of psychological testing to problems in business and industry with disdain (Hearnshaw, 1987). Taylor's successors, most notably Frank and Lillian Gilbreth, worked to refine the approaches of scientific management, especially in attempts to consider the psychology of the worker, and formed closer alliances with industrial psychology. This book would be a valuable resource for student training in industrial/organizational psychology. The overall organization of the book was appropriate, well organized, presented clearly and succinctly.

The author's enthusiasm for employee selection is evident throughout the book.... A wide range of the approaches underlying personnel selection are summarized and critically evaluated, with particular emphasis on identifying and measuring the psychological variables (traits, attitudes, abilities) that determine differences in individuals' performance. About the Author. Tomas Chamorro-Premuzic is a Senior Lecturer at Goldsmiths, Research Fellow at UCL and Visiting Professor at NYU in London. Handbook of Psychology Preface Psychology at the beginning of the twenty-first century has become Dark Psychology: The Practical Uses and Best Defenses of Psychological Warfare in Everyday Life. 90 Pages·2019·445 KB·63,147 Downloads·New! need. to reflect the new developments in the field, the Handbook of Child Psychology, Sixth Edition contains new Educational Psychology: A Century of Contributions: A Project of Division 15 (educational Psychology) of the American Psychological Society. 505 Pages·2002·27.75 MB·9,211 DownloadsÂ-New! Educational Psychology: A Century of Contributions--the first comprehensive book-length treatment The Individual Psychology of Alfred Adler: A Systematic Presentation in Selections from His.