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in one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice

provides a first port of call for those seeking information sources in a sector that has undergone tremendous change in recent years includes information on banks and building societies insurance companies investment funds and pension funds highlights essential reference works consumer information career guides technical reports official publications market and company research product information and electronic resources identifies the most appropriate sources and provides assistance in choosing between competing items and provides an overview of significant international sources

this is a book for human resource professionals academics researchers and independent consultants who are engaged in assessing other people at work it places assessment in its political economic social and organizational context and provides a critical guide to emergent issues in both research and practice the contributors to the book originate from

countries in europe north america and asia and provide a vital perspective for the rapid international developments in selection and assessment in the 1990s and beyond

in one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice

handbook of workplace assessment given the trend for organizations to streamline their workforces and focus on acquiring and retaining only top talent a key challenge has been how to use assessment programs to deliver a high performing workforce that can drive revenues shareholder value growth and long term sustainability the handbook of workplace assessment directly addresses this challenge by presenting sound evidence based and practical guidance for implementing assessment processes that will lead to exceptional decisions about people the chapters in this book provide a wide range of perspectives from a world renowned group of authors and reflect cutting edge theory and practice the handbook of workplace assessment provides the framework for what should be assessed and why and shows how to ensure that assessment programs are of the highest quality reviews best practices for assessing capabilities across a wide variety of positions summarizes key strategic applications of assessment that include succession management mergers acquisitions and downsizings identification of potential and selection on a global scale highlights advances trends and issues in the assessment field including technology based assessment the legal environment alternative validation strategies flaws in assessment and the strategic use of evaluation to link assessment to organizational priorities this siop professional practice series handbook will be applicable to hr professionals who are tasked with implementing an assessment program as well as for the users of assessments including hiring managers and organizational leaders who are looking for direction on what to assess what it will take and how to realize the benefits of an assessment program this handbook is also intended for assessment professionals and researchers who build validate and implement assessments

beginning with vol for 1951 includes section reports of mortality and morbidity experience

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