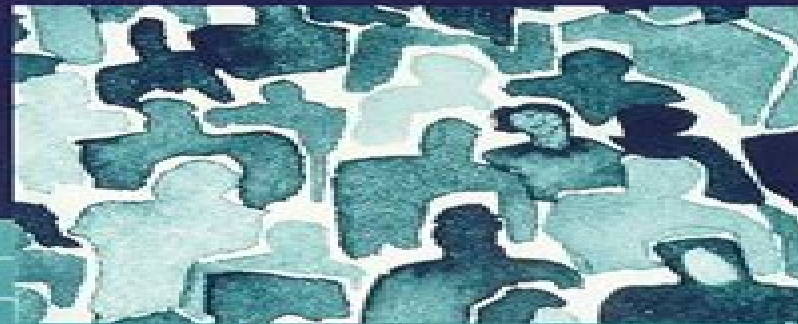


BIODATA HANDBOOK

Theory, Research, and Use
of Biographical Information
in Selection and
Performance Prediction



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Biodata Handbook Theory Research And Use Of Biographical Information In Selection And Performance Prediction

Yan Bai



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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

Understanding Occupational & Organizational Psychology Lynne J Millward,2005-03-22 This is a really useful and comprehensive textbook that will provide readers with all their needs as a primer in the field of occupational and organisational psychology Cary L Cooper Times Higher Educational Supplement Provides excellent coverage of the main areas of Industrial Work and Organisational Psychology All main topics at the individual and group levels are covered a highly competent research based introductory text Professor Neil Anderson University of Amsterdam Understanding Occupational and Organizational Psychology is an invaluable resource for students doing a course in occupational and organizational psychology either at third year undergraduate or Masters level The text provides comprehensive coverage of the British Psychological Society s training requirements for becoming a chartered occupational psychologist yet it is also compliant with European training guidelines for industrial work and organizational psychology too This book will prompt and inspire further reading and research as well as ideas for dissertations problem formulation and the creative application of knowledge to various situations Ideal if you want to get ahead with your undergraduate study or get your foot on the ladder to becoming a fully fledged scientist practitioner

Big Data at Work Scott Tonidandel,Eden B. King,Jose M. Cortina,2015-11-06 The amount of data in our world has been exploding and analyzing large data sets so called big data will become a key basis of competition in business Statisticians and researchers will be updating their analytic approaches methods and research to meet the demands created by the availability of big data The goal of this book is to show how advances in data science have the ability to fundamentally influence and improve organizational science and practice This book is primarily designed for researchers and advanced undergraduate and graduate students in psychology management and statistics

Police Psychology Into the 21st Century Martin I. Kurke,Ellen M. Scrivner,2013-04-15 As we approach the 21st century there is a discernable shift in policing from an incident driven perspective to a proactive problem solving stance often described as community policing In this volume a panel of 21 psychologists examine the changing directions in policing and how such changes impact on psychological service delivery and operational support to law

enforcement agencies The book describes existing and emerging means of providing psychological support to the law enforcement community in response to police needs to accommodate new technology community oriented problem solving technology crime prevention and sensitivity to community social changes Senior psychologists who are sworn officers federal agents and civilian employees of federal state and local law enforcement agencies comprise the team of chapter authors Their perspectives encompass their collective experience in the trenches and in law enforcement management and administrative support roles They discuss traditional applications of psychology to police selection training and promotion processes and in trauma stress management and evaluation of fitness for duty Concerns related to police diversity and police family issues are also addressed as are unique aspects of police stress management Additional chapters are dedicated to establishing psychological service functions that currently are less familiar to police agencies than they are to other government and private sector service recipients These chapters are devoted to police psychologists as human resource professionals as human factors experts in accommodating to new technology and to new legal requirements as organizational behavioral experts and as strategic planners This text is recommended reading for two groups police and public safety administrators whose work takes them or should take them into contact with police psychologists practicing and would be police psychologists concerned with the emerging trends in the application of psychology to police and other public safety programs

Choosing Students Wayne Camara, Ernest W. Kimmel, 2005-03-23 This volume brings a variety of perspectives to bear on the issue of how higher education institutions can or should choose students during the early part of the 21st century Many of the contributors report on research to develop and validate potential tools to assist those responsible for admission decisions Other contributors however pose broader questions about the nature of selective admissions about institutional responses to the changing demography of those seeking to enter higher education or about the appropriate criteria of success in higher education The volume is particularly timely because the question of how changes in admission tools and processes will affect campus diversity following the recent Supreme Court decision concerning the University of Michigan Diversity is an important concern of all of the contributors and the chapter by Lee Bollinger President at Michigan at the time the court cases were filed is particularly relevant This book brings together the research that underlies a variety of proposed approaches to improving the selection of students Providing support for the integrity of the admissions process and the validity of new tools to help a higher education institution to select a diverse student body this book explores the implications of the assessment component of K 12 school reform for higher education admissions practices The diverse contributions to this volume reflect the current ferment in educational research and educational practice as institutions of higher education seek to develop a new admissions paradigm for coming decades following the University of Michigan decisions This book is intended for those leaders and professionals who set admission policies and practices in American colleges and graduate and professional schools as well as for those scholars and scientists who research develop

and validate tools for use in the process of choosing students in ways that are congruent with an institution's mission values and goals

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