

<<选择性确认战略>>

图书基本信息

书名：<<选择性确认战略>>

13位ISBN编号：9780787982423

10位ISBN编号：0787982423

出版时间：2007-2

出版时间：John Wiley & Sons Inc

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页数：447

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内容概要

Alternative Validation Strategies is a groundbreaking compendium of the most current research and practical guidelines for time- and cost-saving alternatives to the traditional test validation strategies associated with selection processes. The “ state of the science ” strategies outlined in this valuable resource will help employers to evaluate the inferences drawn from their selection procedures while offering practices that meet stringent legal and regulatory requirements.

作者简介： S. Morton McPhail is a senior vice president and managing principal with Valtera Corporation (formerly Jeanneret & Associates, Inc.). He has served as a consultant for more than twenty-eight years to a wide variety of public and private sector clients on issues ranging from selection, training and development, and performance assessment to termination. Dr. McPhail is a licensed psychologist and serves as adjunct faculty for the University of Houston and Rice University. The Professional Practice Series is sponsored by The Society for Industrial and Organizational Psychology, Inc. (SIOP). The series was launched in 1988 to provide industrial and organizational psychologists, organizational scientists and practitioners, human resources professionals, managers, executives, and those interested in organizational behavior and performance with volumes that are insightful, current, informative, and relevant to organizational practice.

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