



Handbook of Employee Selection

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The Handbook of Employee Selection summarizes the state of science and practice in the field of employee selection. Chapters in this book cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs. Several chapters discuss the measurement of various constructs commonly used as predictors, and other chapters confront criterion measures that are used in test validation. Ethical and legal concerns are dealt with in another set of chapters and highlight the concerns of the employer as well as the test taker and the psychologist responsible for the testing program. Final sections of the book include chapters that focus on testing for certain types of jobs (e.g., blue collar jobs, supervisory jobs) and describe important milestones in the development of selection programs.

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