

NEW!

Handbook of Employee Selection

James L. Farr and Nancy T. Tippins (Eds.)

HANDBOOK OF
**EMPLOYEE
SELECTION**

EDITED BY
**JAMES L. FARR
NANCY T. TIPPINS**

The *Handbook of Employee Selection* provides a comprehensive review of a) contemporary personnel selection instruments, including the technical methodology for their development and evaluation of their effectiveness, b) the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations' human resource management approach, and c) the societal and organizational factors that provide the context within which personnel selection is nested. The Handbook includes descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations, as well as discussions of current and future trends in employee selection around the world.

**March 2010 • 7x10 • 1,032pp
Hb: 978-0-8058-6437-3 £49.95**

James L. Farr is Professor in the Department of Psychology, Pennsylvania State University. His PhD is from the University of Maryland in Industrial Psychology, Psychological Statistics and Measurement. He has been our journal editor of *Human Performance* (2000-2006) and Editor of *TIP* from 1986-1989. He has written (with Frank J. Landy) *The Measurement of Work Performance*, Academic Press, 1983; (with Michael A. West) *Innovation and Creativity at Work*, Wiley, 1990; and (with Heinz Schuler and Mike Smith) *Personnel Selection and Assessment*, LEA, 1993.

Nancy T. Tippins received her PhD in Industrial and Organizational Psychology from Georgia Institute of Technology. She currently works at Valtera Corporation as Senior Vice President, Selection Practice Group. She is a Fellow of SIOP and APA and Past President of SIOP (2001-2002). She has served on the editorial boards of *Personnel Psychology*, *Journal of Applied Psychology*, and *The Psychologist Manager Journal*.

Section Editors

Walter C. Borman
John P. Campbell
David Chan
Leaetta Hough
Ann Howard
Jerard F. Kehoe

Rick Jacobs
P. Richard Jeanneret
Frank J. Landy
Kevin R. Murphy
Robert E. Ployhart
Elaine D. Pulakos

Ann Marie Ryan
Paul R. Sackett
Neal W. Schmitt
Ben Schneider

 **Psychology Press**
Taylor & Francis Group

 **Routledge**
Taylor & Francis Group

TABLE OF CONTENTS

J.L. Farr, N.T. Tippins, Employee Selection in Work Organizations: Introduction and Overview.

Part 1. Foundations of Psychological Measurement and Evaluation Applied to Employee Selection. *D.J. Putka, P.R. Sackett*, Reliability and Validity. *N. Schmitt, J. Arnold, L. Nieminen*, Validation Strategies for Primary Studies. *K. Pearlman, J. Sanchez*, Work Analysis. *J.F. Kehoe, K.R. Murphy*, Making Decisions about Selection Procedures: Validity, Validation, and Generalizability.

Part 2. Implementation and Management of Employee Selection Systems in Work Organizations. *A.M. Ryan, T. Delany*, Attracting Job Candidates to Organizations. *J.W. Johnson, F.L. Oswald*, Test Administration and the Use of Test Scores. *D. Reynolds, D. Dickter*, Technology and Employee Selection. *R.E. Ployhart, J.A. Weekley*, Strategy, Selection and Sustained Competitive Advantage. *J.F. Kehoe, S.T. Mol, N. Anderson*, Managing Sustainable Selection Programs. *W.F. Cascio, L. Fogli*, The Business Value of Employee Selection.

Part 3. Predictor Constructs in Employee Selection.

Part 3A. Categories of Individual Difference Constructs. *D.S. Ones, S. Dilchert, C. Viswesvaran, J.F. Salgado*, Cognitive Abilities. *D.L. Gebhardt, T.A. Baker*, Physical Performance Tests. *L. Hough, S. Dilchert*, Personality. *D. Chan*, Values, Styles, and Motivational Constructs. *F. Lievens, D. Chan*, Practical Intelligence, Emotional Intelligence, and Social Intelligence.

Part 3B. Assessing Work-Related Predictor Constructs. *N. Tippins, J. Papinchock, E. Solberg*, Decisions in Developing and Selecting Assessment Tools. *R.S. Wunder, L.L. Thomas, Z. Luo*, Scoring and Administering Assessments. *M.J. Zickar, J.M. Cortina, N.T. Carter*, Evaluation of Measures: Sources of Error, Sufficiency, and Contamination. *M. London, L.A. McFarland*, Assessment Feedback.

Part 4. Criterion Constructs in Employee Selection. *W.C. Borman, R.H. Bryant, J. Dorio*, The Measurement of Task Performance as Criteria in Selection Research. *D. Dorsey, J.M. Cortina, J. Luchman*, Adaptive and Citizenship-Related Behaviors

at Work. *M. Rotundo, P.E. Spector*, Counterproductive Work Behavior and Withdrawal. *E.D. Pulakos, R.S. O'Leary*, Defining and Measuring Results of Workplace Behavior. *L.E. Tetrick, P.L. Perrewe, M. Griffin*, Employee Work-Related Health, Stress, and Safety. *J.N. Cleveland, A.J. Colella*, Who Defines Performance, Contribution, and Value?

Part 5. Legal and Ethical Issues in Employee Selection.

J. Lefkowitz, R.L. Lowman, Ethics of Employee Selection. *R. Jeanneret, S. Zedeck*, Professional Guidelines/Standards. *F.J. Landy, A. Gutman, J.L. Outtz*, A Sampler of Legal Principles in Employment Selection. *P.R. Sackett, W. Shen, B. Myors*, Perspectives from Twenty-Two Countries on the Legal Environment for Selection.

Part 6. Employee Selection in Specific Organizational Contexts.

W.S. Sellman, D.H. Born, W.J. Strickland, J.J. Ross, Selection and Classification in the U.S. Military. *R. Jacobs, D. Denning*, Public Sector Employment. *S.C. Erker, C.J. Cosentino, K.B. Tamanini*, Selection Methods and Desired Outcomes: Integrating Assessment Content and Technology to Improve Entry- and Mid-Level Leadership Performance. *W.J. Campbell, R. A. Ramos*, Blue-Collar Selection in Private Sector Organizations. *J. Hausknecht, A. Langevin*, Selection for Service and Sales Jobs. *P. Caligiuri, K.B. Paul*, Selection in Multinational Organizations. *S. Mohammed, J. Cannon-Bowers, S.C. Foo*, Selection for Team Membership: A Contingency and Multilevel Perspective. *G. Thornton, G. Hollenbeck, S. Johnson*, Leadership and Executive Selection/High Potentials.

Part 7. Milestones in Employee Selection. *A. Howard*, The Management Progress Study and Its Legacy for Selection. *D. Knapp, J.P. Campbell, A.N. Peterson, C. Sager*, The Dictionary of Occupational Titles and the Occupational Information Network. *L.R. James, H.H. McIntyre*, Situational Specificity and Validity Generalization. *J.F. Salgado, U. Hulsheger, N. Anderson*, European Milestones in Employee Selection. Epilogue: *R.M. Guion*, Employee Selection: Contemporary Status and Musings about Its Future.

HOW TO ORDER *Customers in the UK, Europe and Rest of World*

Order online from www.workpsychologyarena.com or www.psypress.com for a **10% discount**.

Book orders should be addressed to:

Taylor & Francis Customer Services, Bookpoint,
130 Milton Park, Abingdon, Oxon OX14 4SB, UK
tel: +44 (0) 1235 400 524
fax: +44 (0) 1235 400 525
email: tandf@bookpoint.co.uk

Postage & Packing: UK: free shipping on all online orders to the value of £20 or more. UK orders placed by post, phone or fax: £1.50 for the first book and 50p for each subsequent book. Europe: £2.25 for the first book and 50p for each subsequent book. Rest of World: £4.99 for the first book and £2.99 for each subsequent book.

"James L. Farr and Nancy T. Tippins have produced a 'must have' handbook on employee selection for anybody engaged in the selection and recruitment of talent at work, and for all students and academics in HR and personnel/occupational psychology. It contains most of the international leading lights in the field. It not only includes the state-of-the-art research in this arena, but also how this can be translated into effective practice. A bookshelf in HR is not complete without this volume."
- Cary L. Cooper, CBE, Distinguished Professor of Organizational Psychology and Health at Lancaster University Management School

"SIOP emphasizes the scientist-practitioner model. Who exemplifies this model more in the field of selection than Drs Farr and Tippins? The new Alliance of Organizational Psychology includes EAWOP, Division 1 of IAAP, and SIOP members. This book includes the perspectives of authors with a global view of selection. There is simply no more authoritative text on the planet than this one for members of the Alliance." - Gary Latham, Secretary of State Professor of Organizational Psychology, Rotman School of Management, University of Toronto, and Past President of the Canadian Psychological Association and the Society for Industrial-Organizational Psychology

"Farr and Tippins have assembled an impressive line-up of leading scholars in the field to present a comprehensive and up-to-date treatment of employee selection. Broad in scope and rich in content, the Handbook of Employee Selection offers an evidence-based perspective on the design, implementation, and evaluation of selection systems in organizational contexts. The handbook also offers an in-depth treatment of criterion development, important legal and ethical issues in employee selection, and an in-depth discussion of the unique selection associated with various organizational contexts, including the military, blue collar occupations, and multinational corporations. This book is a must-read for practitioners and academics alike, and is positioned to have a major impact on the field of employee selection." - Lillian T. Eby, Professor of Psychology, University of Georgia, and Associate Editor of *Personnel Psychology*

"Farr and Tippins' Handbook of Employee Selection is an impressive compilation of chapters written by leaders in the field covering a) psychometric issues, b) design, implementation, and evaluation issues, and c) historical and legal contexts relating to selection of employees in organizations. Chapters are, at the same time, sophisticated and readable. They summarize the state of the science and practice to date, and provide signposts to the future of employee selection. Many of the handbook's chapters will be citation classics well into the 21st Century. It's on my bookshelf and should be on yours too!"
- Charles E. Lance, Professor of Psychology, University of Georgia, and Associate Editor of *Organizational Methods Research*

"Farr and Tippins have assembled the definitive who's who in employee selection." - Milton D. Hakel, Professor of Psychology, Bowling Green State University

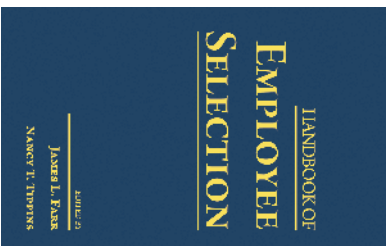
Download a chapter free of charge!

Visit www.workpsychologyarena.com to download Chapter 30: Perspectives From Twenty-Two Countries on the Legal Environment for Selection.



27 Church Road
Hove
East Sussex
BN3 2FA, UK

www.psypress.com



Handbook of Employee Selection
James L. Farr and Nancy T. Tippins (Eds.)

an informa business

Psychology Press is part of the Taylor & Francis group,
a trading division of Informa UK Ltd.
Registered in England under no. 1072954
Registered Office: Mortimer House,
37-41 Mortimer Street, London W1T 3JH



Change of address?
Email alex.venner@informa.com,
quoting 'Fair10'.