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field of personnel...

**Personnel selection : a  
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...

Citation. SCHMITT, Neal, and  
David CHAN. 1998. Personnel



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Selection: A Theoretical Approach. Thousand Oaks, CA: SAGE.

## **Employee Selection - IResearchNet**

For many decades, the focus of personnel selection

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research was on developing selection tests that maximized prediction of job performance; the approach was typically lacking in theoretical bases. The past two decades saw significant shifts in research to a

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focus on the nature of constructs and their interrelationships, characterized by an approach that emphasizes theoretical understanding of the phenomena under investigation.

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## **Personnel Selection | Oxford Research Encyclopedia of ...**

One approach determines the extent to which the number of successful performers will increase as a result of using the employee selection

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procedure by considering three factors: (a) the validity of the instrument; (b) the selection ratio (i.e., the percentage of candidates to be selected); and (c) the base rate for performance (i.e., the

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percentage of employees  
whose performance is  
considered acceptable).

## **Personnel Selection A Theoretical Approach**

Personnel selection research  
: importance, research

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designs, and examples --  
Developing theories of KASO-  
performance relationships :  
the role of job analysis --  
The nature of work  
performance and its  
measurement -- General  
theories of human abilities

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and KASO-performance relationships -- The measurement of job-related characteristics -- Estimating KASO-performance relationships -- Implementation and use of theory-based research -- The



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changing nature of work and  
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Theoretical Approach  
(Foundations for  
Organizational Science) by  
Neal Schmitt (1998-08-04)  
Paperback - January 1, 1998  
by Neal Schmitt; David Chan  
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and editions

## **How to Score Situational Judgment Tests: A Theoretical ...**

As a complement to the historical focus on holistic selection procedures, we

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posit that the theoretical contributions of a modular approach include improved insight into the isolated workings of the different components underlying selection procedures and greater theoretical

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connectivity among different selection procedures and their literatures.

**Rezension N. Schmitt, D. Chan: Personnel Selection. A**

...

Personnel selection : a

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theoretical approach / Neal  
Schmitt, David Chan. ISBN:  
0761909869 Author: Schmitt,  
Neal W. Chan, David  
Publisher: Thousand Oaks  
(Calif.) : Sage, 1998.  
Description: XIII, 378 p.  
Series: Foundations for

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organizational science

Subject: Employee selection

Research Methodology.

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Theoretical Approach. Gerald Vinten (Southampton Business School) Managerial Auditing Journal. ISSN: 0268-6902. Publication date: 1 August 2000 ...

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## **Theoretical Approach**

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Authors: Neal Schmitt, David

Chan, Edward Chan: Edition:

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## **Publications Inc**

Personnel selection is one of the most critical processes in the study of human work behavior because it determines the efficacy of many other issues of human resource management

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(Guion, 1998; Salgado, Viswesvaran, & Ones, 2001 ). Personnel selection is used by organizations to decide which of the applicants for a job is the most appropriate for a particular position.

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## **(PDF) Personnel Selection - ResearchGate**

This book also emphasizes the role of theory in the personnel selection research, an area of organizational science that



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is often characterized as lacking in theoretical bases. Traditional topics, such as job analysis, performance measurement, the measurement of individual difference characteristics, the design of validation

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research, and the evaluation of validation data, are covered.

## **Personnel Selection A Theoretical Approach**

instituting personnel selection procedures. A

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selection procedure that results in individual-level performance change has a dollar value that can be aggregated across hiring decisions. This individual performance increase is the direct result of hiring more

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effective employees.

Although methods vary for estimating the utility of a selection method and all involve some subjectivity

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## **Emerald Insight**

A theoretical approach to personnel selection requires connecting the constructs assessed by the predictors with the performance constructs one wants to predict (Schmitt & Chan,

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1998). As briefly...

## **The effects of predictor method factors on selection**

...

Typically, BIBs are designed to predict success in a particular job because they

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contribute to a predictor sample, which is used to make personnel selection decisions. There are two types of BIBs: the empirical and the rational. With the empirical BIB, each item is correlated with a measure of

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job performance or other criterion of job success.

**Personnel Selection: A Theoretical Approach - Neal Schmitt ...**

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## **Personnel Selection A Theoretical Approach**

This comprehensive, state-of-the-art look at the field of personnel selection emphasizes the role of

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theory in personnel selection research, an area of organizational science that is often characterized as lacking theoretical bases.

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**Theoretical Approach" by Neal ...**

selection is a process of decision-making, and its main objective is to predict the future performance of potential employees. In order to achieve this

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objective, personnel  
selection identifies the...

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