

Essentials of Personnel Assessment and Selection

By Scott Highhouse, Dennis Doverspike, Robert M Guion

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This second edition provides managers and students the nuts and bolts of assessment processes and selection techniques. With this knowledge, managers learn to make informed personnel decisions based on the results of tests and assessments. The book emphasizes that employee performance predictions require well-formed hypotheses about personal characteristics that may be related to valued behavior at work. It also stresses the need for developing a theory of the attribute one hypothesizes as a predictor?a thought process too often missing from work on selection procedures. Topics such as team-member selection, situational judgment tests, nontraditional tests, individual assessment, and testing for diversity are explored. The book covers both basic and advanced concepts in personnel selection in a straightforward, readable style intended to be used in both undergraduate and graduate courses in Personnel Selection and Assessment.

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Editorial Review

About the Author

Scott Highhouse is a Professor and Ohio Eminent Scholar in the Department of Psychology, Bowling Green State University, USA. Scott is Founding Editor of the journal *Personnel Assessment and Decisions* and serves on the editorial boards of *Journal of Applied Psychology* and *Journal of Behavioral Decision Making*.

Dennis Doverspike is a Full Professor of Psychology at The University of Akron, USA, Senior Fellow of the Institute for Life-Span Development and Gerontology, and Director of the Center for Organizational Research. He is certified as a Specialist in Industrial-Organizational Psychology and in Organizational and Business Consulting Psychology by the American Board of Professional Psychology (ABPP) and is a licensed psychologist in the State of Ohio.

Robert M. Guion (deceased**)** is Distinguished University Professor Emeritus at Bowling Green State University, where he was on the faculty from 1952 until his death in 2012. Honors include the Distinguished Scientific Contributions Award, Society for Industrial and Organizational Psychology; Award for Lifetime Contributions to Evaluation, Measurement, and Statistics, American Psychological Association (Div. 5); and the Stephen E. Bemis Memorial Award, International Personnel Management Association Assessment Council.

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