



The Employment Interview A Social Judgment Process

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Klimoski, Kendrith Martin Rowland**

The Employment Interview A Social Judgment Process:

The Employment Interview Edward C. Webster, 1982 **Handbook of Interview Research** Jaber F. Gubrium, James A. Holstein, 2002 The Handbook of Interview Research is the most ambitious attempt yet at examining the place of the interview in contemporary society Interviewing is the predominant mode of research in the social sciences It is also the stock in trade of information seekers in organizations and institutions of all kinds as well as in the mass media Across the board interviews provide today's leading window on the world of experience The Handbook offers a comprehensive examination of the interview at the cutting edge of information technology Drawing upon leading experts from a wide range of professional disciplines this book addresses conceptual and technical challenges that confront both academic researchers and interviewers with more applied goals From interview theory to the nuts and bolts of the interview process the coverage is impressively broad and authoritative The Handbook of Interview Research is both encyclopedic and thematic As an encyclopedia it provides extensive discussions of the methodological issues now surrounding interview practice offering a multi-faceted assessment of what has become the method of choice for obtaining personal information in today's society But the Handbook also is a story which spins a particular tale of interviewing one that moves from the commonly recognized individual interview to what is called the interview society The gist of the presentation is that we can no longer regard the interview as simply an instrument for gathering data but must now also view it an integral part of society Personnel Literature ,1983 The Employment Interview Robert W. Eder, Gerald R. Ferris, 1989-07 Providing comprehensive treatment of theory research and practice The Employment Interview creates a forum for the integration and cross fertilization of the diverse research being done on the employment interview considers the implications for enhancing interviewer performance and stimulates further research *Applied Psychology in Talent Management* Wayne F. Cascio, Herman Aguinis, 2024-05-17 In the Ninth Edition of Applied Psychology in Talent Management world renowned authors Wayne F Cascio and Herman Aguinis provide the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today's workplace Taking a rigorous evidence based approach the new edition includes more than 750 new citations from top tier journal articles Integrated coverage of technology strategy globalization and social responsibility throughout the text provides students with a holistic view of the field and equips them with the tools necessary to create productive enjoyable work environments *Indispensable and Other Myths* Michael Dorff, 2014-08-01 Prodded by economists in the 1970s corporate directors began adding stock options and bonuses to the already generous salaries of CEOs with hopes of boosting their companies fortunes Guided by largely unproven assumptions this trend continues today So what are companies getting in return for all the extra money Not much according to the empirical data In *Indispensable and Other Myths* Why the CEO Pay Experiment Failed and How to Fix It Michael Dorff explores the consequences of this development He shows how performance pay has not demonstrably improved corporate performance and offers studies

showing that performance pay cannot improve performance on the kind of tasks companies ask of their CEOs Moreover CEOs of large established companies do not typically have much impact on their companies results In this eye opening expos Dorff argues that companies should give up on the decades long experiment to mold compensation into a corporate governance tool and maps out a rationale for returning to the era of guaranteed salaries The Elusive Criterion of Fit in Employment Interview Decisions Tim Judge,1991 **Situational Interviews Versus Behavior Description Interviews** Michael J. Bosshardt,1993 Journal of Management Southern Management Association,2005 *Judgment and Choice in Personnel Selection* Joel Peter Rudin,1989 Research Methods in Human Resources Management Neal Schmitt,Richard J. Klimoski,Kendrith Martin Rowland,1991 Organizational Behavior Stephen P. Robbins,Tim Judge,2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills Performance Appraisal Kevin R. Murphy,Jeanette Cleveland,1991 Personnel Selection in Organizations Neal Schmitt,Walter C. Borman,1992-11-27 Unprecedented advances in the scientific study of personnel selection have given researchers and practitioners new ideas and tools to achieve greater success in measuring and linking skills knowledge and abilities to job performance requirements Personnel Selection in Organizations is a timely presentation of emerging issues in research and practice providing new and exciting perspectives on the theoretical empirical and societal changes that will affect the study and practice of virtually every personnel selection topic The careful analysis of current procedures and practices joined with an insightful identification of areas where ongoing research is needed will be a valuable resource for all those interested in the continuing development of the field In sixteen original chapters leading experts highlight the personnel selection issues that will receive increasing attention in the years ahead The authors thoughtfully explore key subjects in this rapidly changing field including job analysis criterion development biographical and personality measures the concept of validity the changing demographics of the work population the decline of the manufacturing economy and the development of small organizations They examine specific topics such as recruitment and retention structured versus unstructured interviews the ethics and effectiveness of computerized psychological testing perceptions of selection fairness productivity turnover and absenteeism They also cover broader less traditional concerns including downsizing and retirement selection and staffing as a corporate strategy promoting job and life satisfaction organizational citizenship and commitment Organizational Entry Gerald R. Ferris,Kendrith Martin Rowland,1990 *Understanding Organizational Behavior* Debra L. Nelson,James C. Quick,2002 Understanding Organizational Behavior A Multimedia

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Understanding Performance Appraisal Kevin R. Murphy,Jeanette N. Cleveland,1995-01-03 A social psychological model of organizational appraisal processes which emphasizes the goals pursued by raters ratees and other users of performance appraisal is described in this book The authors suggest ways in which this goal oriented perspective might be applied in developing implementing and evaluating performance appraisal systems The model emphasizes the context in which appraisal occurs and takes as a starting point the assumption that many of the apparent shortcomings of performance are in fact sensible adaptations to the various requirements pressures and demands of that context

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