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Psychological Assessment in South Africa Research and applications NYU Press **This book provides an overview of the research related to psychological assessment across South Africa. The thirty-six chapters provide a combination of psychometric theory and practical assessment applications in order to combine the currently disparate research that has been conducted locally in this field. Existing South African texts on psychological assessment are predominantly academic textbooks that explain psychometric theory and provide brief descriptions of a few testing instruments. Psychological Assessment in South Africa provides in-depth coverage of a range of areas within the broad field of psychological assessment, including research conducted with various psychological instruments. The chapters critically interrogate the current Eurocentric and Western cultural hegemonic practices that dominate the field of psychological assessment. The book therefore has the potential to function both as an academic text for graduate students, as well as a specialist resource for professionals, including psychologists, psychometrists, remedial teachers and human resource practitioners. The Competent Head A Job Analysis Of Headteachers' Tasks And Personality Factors** Routledge **First published in 1996. Routledge is an imprint of Taylor & Francis, an informa company. From Obscurity to Clarity in Psychometric Testing Selected works of Professor Peter Saville** Psychology Press **The field of psychometrics has a long and varied tradition across the social sciences. A range of academics have sought to understand human consciousness more fully by statistical testing our abilities, personalities, attitudes and beliefs. But perhaps the area where psychometric techniques have had most impact on contemporary society is in employee recruitment, where a range of psychometric tests have become common-place. Professor Peter Saville is one of the pioneers of adapting psychometric testing to the field of occupational psychology and human resource management. In a career of nearly 40 years, his work has been adopted by hundreds of public and private organizations, assessing the suitability of prospective candidates through a range of questionnaires and tests. In this anthology of his work, including both keynote conference address and journal papers, Saville provides a masterly overview of the field of psychometrics, and the key issues and questions that it raises. An ideal companion for any student or researcher of HRM, occupational or organizational psychology, or applied psychology in general, Peter Saville's selected works represent the thinking of one of the most influential psychologists of our time. Handbook of Personality at Work** Routledge **Personality has emerged as a key factor when trying to understand why people think, feel, and behave the way they do at work. Recent research has linked personality to important aspects of work such as job performance, employee attitudes, leadership, teamwork, stress, and turnover. This handbook brings together into a single volume the diverse areas of work psychology where personality constructs have been applied and investigated, providing expert review and analysis based on the latest advances in the field. Organizational Effectiveness The Role of Psychology** John Wiley & Sons **Organizational Effectiveness: The Role of Psychology examines psychological approaches in organizations, not from the more common perspective of their impact on individuals, but in relation to how the work of psychologists impacts on the overall effectiveness of the organization. It also provides a critical review of what psychology has to offer; the way psychologists choose the problems they address, work with others, and evaluate and demonstrate the impact they have. Robertson, Callinan and Bartram have brought together leading researchers and practitioners in work and organizational psychology. Each chapter provides a review of current knowledge, practice, issues and future directions in their own area of expertise, with a focus on contributions and implications for organizational functioning and the wider arena of managerial thinking. This book is for anyone interested in understanding the complex relations between individual, group and organisational performance and effectiveness. It is a valuable and challenging resource for advanced students and practitioners of occupational psychology, organizational behaviour, HRM, and psychological consultancy in organizations. Computer-Based Testing and the Internet Issues and Advances** John Wiley & Sons **No topic is more central to innovation and current practice in testing and assessment today than computers and the Internet. This timely publication highlights four main themes that define current issues, technical advances and applications of computer-based testing: Advances in computer-based testing -- new test designs, item selection algorithms, exposure control issues and methods, and new tests that capitalize on the power of computer technology. Operational issues -- systems design, test security, and legal and ethical matters. New and improved uses -- for tests in employment and credentialing. The future of computer-based testing -- identifying potential issues, developments, major advances and problems to overcome. Written by internationally recognized contributors, each chapter focuses on issues of control, quality, security and technology. These issues provide the basic structure for the International Test Commission's new Guidelines on Computer-Based Testing and Testing on the Internet. The contributions to this book have played a key role in the development of these guidelines. Computer-Based Testing and the Internet is a comprehensive guide for all professionals, academics and practitioners working in the fields of education, credentialing, personnel testing and organizational assessment. It will also be of value to students developing expertise in these areas. Psychometrics in Coaching Using Psychological and Psychometric Tools for Development** Kogan Page Publishers **With a growing demand for psychometric testing in the coaching profession, coaches and practitioners alike need to understand the psychology underpinning the tests as well as how to select and apply them effectively. Written by an international team of global coaching practitioners and psychometricians, Psychometrics in Coaching provides an overview of using psychometrics and providing feedback and offers clear explanations of the key models and tools used in coaching today. Whether you are new to using psychometric tests or an experienced practitioner, this book provides you with a deep understanding of the models, the theory and research behind them, their reliability and validity, and how to implement them as part of a wider coaching and development programme. Psychometrics in Coaching is an essential resource for those seeking expert guidance from the leading writers in the field, as well as students on psychology, psychometrics, business and human resources programmes. International Review of Industrial and Organizational Psychology 2003** John Wiley & Sons **This is the eighteenth in the most prestigious series of annual volumes in the field of industrial and organizational psychology. The series provides authoritative and integrative reviews of the key literature of industrial psychology and organizational behavior. The chapters are written by established experts and topics are carefully chosen to reflect the major concerns in the research literature and in current practice. Specific issues covered in this volume reflect the growth and complexity of the organizational psychology field, for example: Implicit Knowledge and Experience in Work and Organizations, Flexible Working Arrangements, Web-based Recruiting and Testing, Economic Psychology, Workaholism, and a review of Ethnic Group Differences and Measuring Cognitive Ability. Each chapter offers a comprehensive and critical survey of a chosen topic, and each is supported by valuable bibliography. For advanced students, academics, and researchers, as well as professional psychologists and managers, this remains the most authoritative and current guide to developments and established knowledge in the field of industrial and organizational psychology. The Blackwell Handbook of Personnel Selection** John Wiley & Sons **The Blackwell Handbook of Personnel Selection provides a state-of-the-art review of theory, research, and professionalpractice in the field of selection and assessment. Reviews research and practical developments in all of the mainselection methods, including interviews, psychometric tests,assessment centres, and work sample tests. Considers selection from the organization's and theapplicant's perspective, and covers the use of new technologyin selection and adverse impact issues. Each section includes contributions from internationallyeminent authors based in North America and Europe. Tests unter der Lupe 4** Vandenhoeck & Ruprecht **Was ist die Zielgruppe? Lohnt sich der Kauf? Welche Ergebnisse liefert mir der Test? Wie repräsentativ und neu ist die Normierungsgruppe? Wie zuverlässig und aussagekräftig sind die Ergebnisse? Fragen, zu denen Verlagsprospekte und klassische Testkompendien kaum zuverlässige Auskunft geben. Acht neue psychologische Testverfahren, die an sehr unterschiedlichen Gruppen mit ausgesprochen unterschiedlichen Zielen eingesetzt werden können, findet der Leser hier von Fachleuten untersucht. Die Darstellungen gehen weit über den Rahmen hinaus, innerhalb dessen sich eine Rezension üblicherweise bewegt; das Buch ist damit sowohl dem möglichen Käufer und Anwender der Tests als auch demjenigen, der mit einem der vorgestellten Verfahren im Rahmen von Personalauswahl oder Beratung konfrontiert wird, eine wesentliche Entscheidungshilfe und Informationsquelle. Die Vorgänger-Bände sind im Asanger- und im Pabst-Verlag erschienen. Self-Awareness von Führungskräften: Messung und individuelle Unterschiede in einem 360-Grad-Feedback** Cuvillier Verlag **Advances in Global Leadership** Emerald Group Publishing **Includes chapters on various concepts and processes associated with leading across cultures and other boundaries. Drawing on authors from many different cultures and contexts, this title contributes to bridging and integrating conceptual and practitioner perspectives in pursuing this deeper understanding. The Coaching Relationship Putting People First** Routledge **The Coaching Relationship discusses how we can integrate process perspectives such as the quality of the coach-coachee relationship, and professional perspectives including the influences of training and supervision, for more effective outcomes. Psychological Testing The essential guide to using and surviving the most popular recruitment and career development tests** Harriman House Limited **Both private and public sector organisations, and both employers and recruitment agencies, use psychological selection tests as part of their recruitment processes. Worldwide, and especially in electronic formats, these tests are increasingly used for speeding-up, standardising and professionalising the task of putting the right people in the right jobs. 'Psychological Testing' is an easy-to-follow guide to the most popular selection tests on the market. It takes a broad, international perspective and explores developments in web-based testing services, which have revolutionised the industry. This book seeks to answer all your key questions, including: For employers, recruiting consultancies and agencies: - What are the benefits of using psychological testing for your organisation? - Which kinds of tests are available and how should they be used? - What are the specific applications for each of the tests, and their advantages and disadvantages? - What is good - and bad - practice in test usage in recruitment? - Can these tests also be used for subsequent employee deployment and development, such as creating teams, training needs analysis, and career-planning? For employees and job-seekers: - What happens if you are required to take a selection test? - What will these tests reveal about you? - What do previous test-takers think about each of these tests? - How can you prepare for the process of testing**

generally? - How can you overcome test phobia, fear of the unknown and a feeling of intrusion? With detailed information on numerous tests, 'Psychological Testing' is your invaluable handbook, whichever side of the desk you're on. Business Psychology in Practice John Wiley & Sons Incorporated Organisations are communities. Increasingly the leaders of those communities are drawing on the services of psychologists to help them realise the potential of their "human capital". What do these business psychologists do to assist in the identification, motivation and development of the talent that employees bring into their communities? The authors, all Principal Members of the Association of Business Psychologists, are experienced and qualified professionals who candidly share their experiences and learning derived from those experiences. They provide case studies and examples from real interventions, they ask provocative questions about conventional thinking and practice and they explain the models that help them make sense of the complex organisations in which they operate. Business Psychology in Practice takes us on an excursion behind the scenes in organisations. This book will be of interest to consultants, those who commission their services and anybody wrestling with 'people issues'. Journal of Psychology in Africa Overcoming Bad Leadership in Organizations Oxford University Press "Robert Hogan is known for suggesting that the most consequential question in human affairs is, "Who should lead?" History is riddled with examples of how the survival of collectivities - schools, governments, nations, organizations - is determined by who is in charge. Good leaders turn businesses drowning in red ink into industry juggernauts; they transform "B" players into high-performers with minimal infighting and seamless cooperation. Yet history also shows that leadership strengths coincide with deeply troubled dark sides that result in totalitarian regimes, large-scale financial collapses such as the global financial crisis of 2008, exclusive political and economic institutions, ill-conceived military entanglements, and the inability to manage public health during global pandemics,"-- Quantitative Psychology Research The 80th Annual Meeting of the Psychometric Society, Beijing, 2015 Springer The research articles in this volume cover timely quantitative psychology topics, including new methods in item response theory, computerized adaptive testing, cognitive diagnostic modeling, and psychological scaling. Topics within general quantitative methodology include structural equation modeling, factor analysis, causal modeling, mediation, missing data methods, and longitudinal data analysis. These methods will appeal, in particular, to researchers in the social sciences. The 80th annual meeting took place in Beijing, China, between the 12th and 16th of July, 2015. Previous volumes to showcase work from the Psychometric Society's Meeting are New Developments in Quantitative Psychology: Presentations from the 77th Annual Psychometric Society Meeting (Springer, 2013), Quantitative Psychology Research: The 78th Annual Meeting of the Psychometric Society (Springer, 2015), and Quantitative Psychology Research: The 79th Annual Meeting of the Psychometric Society, Wisconsin, USA, 2014 (Springer, 2015). Assessment Centres and Global Talent Management CRC Press Globalization, innovation, market share, identifying visionary leaders and, particularly, talent management ...are just some of the issues that benefit from using assessment and development centres. Assessment Centres and Global Talent Management focuses on topics that influence the design of the assessment centre in terms of the competencies being assessed, the exercises that are used and the nature of the event, so that they can deliver what is required; often to change organizational culture and values. Practical examples and case studies are sprinkled throughout the book as international contributors explore cross-cultural implications, and consider how the design, development and use of assessment centres should be adapted to different cultures. Some of the world's leading researchers and practitioners outline their research into new applications for assessment centre methods, showing how they have used it to design and implement specific assessment and development centres. This is a book from which practitioners can see how science informs good practice, and scholars will find the 32 chapters a rich source of ideas for conducting research into emerging issues in the field. Corporate Psychopathy Investigating Destructive Personalities in the Workplace Springer Nature This book analyses the conceptualization of psychopathic personality disorder for criminal/forensic populations and examines in depth the emerging phenomenon of the 'corporate psychopath'. In doing so its authors expose the paradoxical nature of the disorder: while it is frequently associated with antisocial, criminal and predatory behaviour, more recent studies have highlighted examples of creative, visionary and inspiring leaders who are also found to present a high degree of psychopathy. They focus on the nature, behaviours and consequences of psychopathy in executives and across the organization, offering an important contribution to the emerging body of research on psychopathy and other problematic personality constructs in the workplace. The book will appeal to scholars, students and professionals across the discipline, and particularly to those working in workplace, forensic and personality psychology. Personality Down Under Perspectives from Australia Nova Science Pub Incorporated This new and important book highlights both the strengths and diversity of research in the field of personality and individual differences research emanating from Australia and surrounding region. This comprehensive book features both the major Australian researchers in this field as well as up and coming writers who look set to have a major global impact. This book is organised into themes which include: (i)the development of personality and individual differences; (ii)personality, perfectionism and stress; (iii)leadership and personality;(iv) personality in the workplace, and; (vii)cognitive dimensions of personality. Within these areas are discussions of narcissism, psychopathy, and attachment styles, as well as Australian perspectives and findings relevant to major theories of personality, such as the Big Five Factor model. The book will also be of interest to organisational psychologists interested in the impact of personality within the workplace, and anyone interested in assessing personality and individual differences from an Australian perspective. How To Pass Psychometric Tests This book gives you information, confidence and plenty of practice How To Books In this book, author Andrea Shavick explains all there is to know about psychometric tests: what they are, what they measure, who uses them, why they're used, how they're changing, how to survive them, and even how to avoid them altogether! It includes 35 different, genuine, practice test from SHL Group pls, the world's biggest test publisher. It has 265 questions covering verbal, numerical, abstract and spatial reasoning; mechanical comprehension; fault diagnosis; acutness and personlaity. This book gives you the information, confidence and practice to pass psychometric tests. Assessing Competencies for Social and Emotional Learning Conceptualization, Development, and Applications Taylor & Francis Assessing Competencies for Social and Emotional Learning explores the conceptualization, development, and application of assessments of competencies and contextual factors related to social and emotional learning (SEL). As programs designed to teach students social and emotional competencies are being adopted at an ever-increasing rate, new measurements are needed to understand their impact on student attitudes, behaviors, and academic performance. This book integrates standards of fairness, reliability, and validity, and lessons learned from personality and attitude assessment to facilitate the principled development and use of SEL assessments. Education professionals, assessment developers, and researchers will be better prepared to systematically develop and evaluate measures of social and emotional competencies. Selection Tests and Sex Bias The Impact of Selection Testing on the Employment Opportunities of Women and Men 1987 South African Journal of Psychology Suid-Afrikaanse Joernaal Vir Psigologie The Learning Potential of the Workplace BRILL In our research programme "The Learning Potential of the Workplace" we set the task to analyse, describe and explain the conditions of the workplace as a tool for learning. Learning potential is for some experts an individual asset, others see the learning potential in the external conditions in work and work processes; again others see it in the reflection on action by peers, colleagues and experts. China Staff Employment Manual Advances in Global Leadership Emerald Group Publishing Presents papers by academics, practitioners and consultants who are engaged in global leadership, from multiple perspectives. This title includes chapters on: personality, leadership and globalization; the roles of international experience, experiential learning, and cultural intelligence in developing global leaders; and, ethical leadership. Personality, Values, Culture An Evolutionary Approach Cambridge University Press Fischer uses evolutionary psychology to explain why people's personality and values are both similar and different across cultures worldwide. Human Performance on the Flight Deck CRC Press Taking an integrated, systems approach to dealing exclusively with the human performance issues encountered on the flight deck of the modern airliner, this book describes the inter-relationships between the various application areas of human factors, recognising that the human contribution to the operation of an airliner does not fall into neat pigeonholes. The relationship between areas such as pilot selection, training, flight deck design and safety management is continually emphasised within the book. It also affirms the upside of human factors in aviation - the positive contribution that it can make to the industry - and avoids placing undue emphasis on when the human component fails. The book is divided into four main parts. Part one describes the underpinning science base, with chapters on human information processing, workload, situation awareness, decision making, error and individual differences. Part two of the book looks at the human in the system, containing chapters on pilot selection, simulation and training, stress, fatigue and alcohol, and environmental stressors. Part three takes a closer look at the machine (the aircraft), beginning with an examination of flight deck display design, followed by chapters on aircraft control, flight deck automation, and HCI on the flight deck. Part four completes the volume with a consideration of safety management issues, both on the flight deck and across the airline; the final chapter in this section looks at human factors for incident and accident investigation. The book is written for professionals within the aviation industry, both on the flight deck and elsewhere, for post-graduate students and for researchers working in the area. Psychometric Tests For Graduates Gain the confidence you need to excel at graduate-level psychometric and management tests How To Books Are you a graduate? Looking for a brilliant job? Then you should know that over 95 percent of the FTSE 100 companies use psychometric and management tests to select their graduate recruits, as do the police, the Civil Service, local authorities, the Armed Forces, the Fire Service, financial institutions, the motor industry, the IT industry - the list is endless. In fact, tests are now an integral part of the recruitment process for most medium-large sized organisations worldwide. So if you're looking for a job, you need this book! It includes: 37 genuine graduate-level practice tests from SHL Group plc, the biggest test publisher in the world; 227 questions covering verbal, numerical, abstract and spatial reasoning, mechanical comprehension, fault diagnosis, accuracy and personality; and, genuine practice Brainstorm, Scenarios and Fastrack management tests. It also includes valuable advice on: online psychometric tests; researching your target employer; and, assessment centre visits (including role-plays, group discussions, in-tray exercises and presentations). This book gives you the three things you need to pass graduate-level psychometric and management tests: information, confidence, and plenty of practice. Building Resilience for Success A Resource for Managers and Organizations Springer Resilience is a word that is used in many different ways in different contexts, this new and innovative book focuses on psychological resilience in the workplace, examining other key aspects such as physical health and resilient teams, drawing from the latest research and the authors own practical experience. Practice Psychometric Tests How to familiarise yourself with genuine recruitment tests and get the job you want How To Books Following the success of Andrea Shavick's Passing Psychometric Tests and Psychometric Tests for Graduates comes this book, crammed full of even more genuine practice psychometric tests from SHL Group plc, the biggest test publisher in the world. These are the tests used by over 95 per cent of the FTSE 100 companies to select their staff, as do the police, the Civil Service, local authorities, the Armed Forces, the Fire Service, financial institutions, retail companies, the communications industry, the motor industry, the IT industry, the power industry...the list is endless. So if you're looking for a job, you need this book! It includes: * 52 genuine practice tests from SHL Group plc, the biggest test publisher in the world. * 334 questions covering verbal, numerical, abstract and spatial reasoning, mechanical comprehension, fault diagnosis, accuracy and personality, including the popular OPQ 32 personality questionnaire. * Tips on how to improve your performance in every category of test. PLUS valuable advice about: * Online psychometric tests. * Whether or not it's possible to cheat! * How to improve your exam technique, speed up and concentrate. Above all this book will give you the three things you need to pass psychometric tests: information, confidence, and lots and lots of practice. The Employer's Handbook 2012-13 An Essential Guide to Employment Law, Personnel Policies and Procedures Kogan Page Publishers The Employer's Handbook has established itself as a source of reliable, unambiguous guidance for for all small- to medium-sized employers, clearly identifying the legal essentials and best-practice guidelines for effective people management. The book is a comprehensive source of hands-on advice on the increasingly complex legal framework now governing UK employment law, including guidelines on age discrimination legislation

and the latest employment tribunal procedures. Coverage includes: recruitment, contracts, benefits, performance management, maternity and paternity rights, personnel records and data protection, terminating employment, and ensuring the health, safety and welfare of employees. It also provides access to downloadable templates, forms and policy documents for dealing with key employment issues. The Employer's Handbook 2014-15 An Essential Guide to Employment Law, Personnel Policies and Procedures Kogan Page Publishers The Employer's Handbook has established itself as a source of reliable, unambiguous guidance for all small- to medium-sized employers, clearly identifying the legal essentials and best-practice guidelines for effective people management. The book is a comprehensive source of hands-on advice on the increasingly complex legal framework now governing UK employment law, including guidelines on age discrimination legislation and the latest employment tribunal procedures. 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Endorsed by the Institute of Directors, this fully updated edition of The Employer's Handbook 2017-18 covers recruitment, contracts, benefits, performance management, maternity and paternity rights, personnel records and data protection, terminating employment, and ensuring the health, safety and welfare of employees and pension obligations. It also provides access to a unique set of downloadable templates, forms and policy documents for dealing with key employment issues. The Employer's Handbook 2015-16 Kogan Page Publishers The Employer's Handbook 2015-16 has established itself as a source of reliable, unambiguous guidance for all small- to medium-sized employers, clearly identifying the legal essentials and best-practice guidelines for effective people management. The book is a comprehensive source of hands-on advice on the increasingly complex legal framework now governing UK employment law, including guidelines on age discrimination legislation and the latest employment tribunal procedures. Coverage includes recruitment, contracts, benefits, performance management, maternity and paternity rights, personnel records and data protection, terminating employment, and ensuring the health, safety and welfare of employees and pension obligations. It also provides access to a unique set of downloadable templates, forms and policy documents for dealing with key employment issues. Corporate Coaching The Essential Guide SAGE Publications India Worldwide, organizations invest heavily on their employees to enhance their capabilities and manage growth and build competitive advantage. Through a comprehensive approach, Corporate Coaching shows how organizations can use coaching as a development tool to improve the effectiveness of employees at all levels of management. This book focuses on how to improve individual and organizational performance using coaching, develop the leadership pipeline and evolve a coaching culture. The book is a 'How To' guide for corporate coaching, written primarily for human resource and learning and development professionals. It will help readers understand the nuances of corporate coaching and make better decisions in introducing coaching as an intervention for organization development. Sponsors or decision makers of coaching intervention can use the methods given in this book for measuring the return on coaching investment and evaluating the effectiveness of corporate coaching. Psychometric Tests Kogan Page Limited Psychometric Tests Volume 1 provides essential practice for any job applicant who has to face a selection test. Psychometric Testing Critical Perspectives John Wiley & Sons Psychometric Testing offers an in-depth examination of the strengths and limitations psychometric testing, with coverage of diverse methods of test development and application. A state-of-the-art exploration of the contemporary field of psychometric testing, bringing together the latest theory and evidence-based practice from 21 global experts Explores a variety of topics related to the field, including test construction, use and applications in human resources and training, assessment and verification of training courses, and consulting Includes applications for clinical psychology, performance psychology, and sport and exercise psychology across a range of professions (research, teaching, coaching, consulting, and advising) Acknowledges the dynamic nature of the field and identifies future directions in need of more research, including Internet and smart phone testing