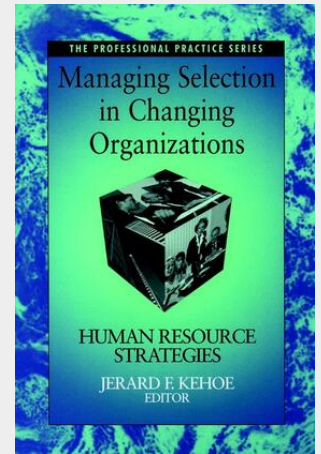Kehoe

Managing Selection in Changing Organizations

Human Resource Strategies

In this volume, the Society for Industrial and Organizational Psychology provides managers with the practical guidance they need to make decisions about the crucial process of employee selection in today's changing business environment. An outstanding group of contributors--each with direct experience creating effective selection programs for contemporary organizations--makes applicable proven strategies for the design and management of the selection process. They examine selection management in its organizational, social, and legal contexts and help human resource professionals forge links between selection and other critical HR functions such as training, development, recruitment, and resourcing. SIOP PROFESSIONAL PRACTICE SERIES

Dieser neue Band in der Reihe "Professional Practice" behandelt bewährte Strategien zu Gestaltung und Management von Personalauswahlprogrammen in modernen Unternehmen. Ein herausragendes Expertenteam, das über ausgedehnte praktische Erfahrung auf diesem Gebiet verfügt, diskutiert die Beziehungen zwischen Auswahlverfahren und anderen personalbezogenen Themen, wie z.B. Performance Management, Ausbildung und Entwicklung, Arbeitsentgelt, Personalplanung und deren praktische Anwendung im modernen Arbeitsumfeld.

In 1992, the Society for Industrial and Organizational Psychology's Personnel Selection in Organizations introduced thousands of human resource professionals to the latest research informing employee selection in contemporary organizations. Now, Managing Selection in Changing Organizations presents guidelines for using that research to design and manage programs that will build high-performance workforces in today's hypercompetitive marketplace. Designed to function as a complete sourcebook for selection program managers, selection consultants, and selection researchers and students, Managing Selection in Changing Organizations describes the organizational, regulatory, and professional factors that impact the effectiveness of selection programs. In eleven chapters, twenty-two contributing authors apply their extensive experience and expertise to explaining the key success factors for corporate selection strategies. From an organizational perspective, the first section of the book shows how changes in business processes and worker demographics have affected selection programs and reviews the links between selection and other HR systems. It offers an analysis of the effect the selection experience has on employees, and it explores the selection issues that arise in organizations that have union representation, work teams, and international workforces. From a regulatory perspective, the middle chapters analyze recent case law pertaining to employee discrimination and the treatment of employees with disabilities. The concluding chapters explore the link between social policy, selection research, and practice, providing a framework for ongoing discussion and debate about the social ramifications of work within the field. As a whole, the book brings together today's leading selection of theorists and practitioners to help industrial psychologists, human resource managers, and other professionals address the most important issues facing employee selection today.

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