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**innovative  
holistic or  
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approach,  
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l leadership,  
and work  
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thought, while  
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looks at divorce,  
everyday life  
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**and women's  
rights. The book  
will appeal to  
educators,  
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and students  
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Nature of Work  
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personnel/industria  
l psychology  
geared towards a  
South African  
audience.

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Industrial  
Revolution has the  
world experienced  
such a vast  
transformation in  
the nature of work  
as is now in  
progress. The  
winds of change  
are buffeting the  
terms and  
conditions of work,



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its content, and its  
context. The  
rapidity and  
discontinuity of  
these changes  
produce discomfort  
and anxiety among  
employees and  
unprecedented  
challenges to the  
leadership of  
organizations.

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What will the future hold as information technology, global competition, and the quest for efficiency and flexibility rapidly displace jobs and workers? and how can human resource scientists and professionals

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anticipate what lies  
ahead and  
generate better  
understanding of  
emerging work  
behavior?The  
Changing Nature  
of Work envisions  
the future nature of  
work, its effect on  
workers and  
organizations, and

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the expanded  
knowledge that will  
be needed to  
optimize its  
returns. The book  
examines critical  
post-industrial  
transformations in  
work, workers, and  
the experience of  
working and  
assesses the

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implications of those changes. It investigates what is driving change at work, what is constraining it, and where work is headed as governments, societies, and work organizations respond to its

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revolutionary thrust  
. Demonstrating  
that most

knowledge of work  
life is rooted in  
jobs,

organizations, and  
workers of the  
past, Ann Howard  
and her

contributors call for  
rethinking the

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psychology of  
work. In fourteen  
original chapters,  
leading authorities  
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chology--including  
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personnel  
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teamwork,

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organizational  
commitment,  
careers,  
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economics,  
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nature of work in  
both service and  
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settings and  
provide new

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work and workers  
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platforms—from  
Twitter and

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Facebook to  
LinkedIn and other  
career sites—to find  
and hire  
personnel. Its  
balanced  
approach explains  
why and how  
social media are  
commonly used in  
both employee  
recruitment and

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selection,  
exploring relevant  
theoretical

constructs and  
practical

considerations

about their

appropriateness

and validity.

Contributors clarify

a confusing

cyberscape with

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recommendations  
and best practices,  
legal and ethical  
issues, pitfalls and  
problems, and  
possibilities for  
standardization.

And the book's  
insights on  
emerging and  
anticipated  
developments will

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keep the reader  
abreast of the field  
as it evolves.

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media as a  
personnel  
selection and  
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Reservations and  
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within social media  
to recruit and  
select job

candidates. .

Social media, big  
data, and

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decisions. . The

use of social

media by BRIC

nations during the

selection process.

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- Legal concerns when considering social media data in selection. •

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Biases that may arise when using social media in talent acquisition. •

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Misrepresentations



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and misattributions  
of candidates

using social media  
and social  
networking sites.

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Recruitment is a  
bedrock reference  
for industrial/organi  
zational

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human resources  
academics

currently or  
planning to  
conduct research  
in this area, as well  
as for academic  
libraries.

Practitioners  
considering  
consulting social

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media as part of  
human resource  
planning or  
selection system  
design will find it a  
straight-talking  
guide to staying  
competitive.

Psychology  
Applied to Work  
Putting Research  
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from both a  
communication  
and managerial  
perspective.  
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consistent use  
of examples and  
case studies  
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easy to  
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L BEHAVIOR:  
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of organizational  
behavior with in-  
depth coverage  
of the most  
critical concepts.  
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approach shows  
the power of  
organizational  
behavior theory  
for  
understanding  
one's behavior  
and the  
behavior of  
others in any  
organization.  
Although firmly

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grounded in  
behavioral  
science theory  
and research,  
the text is not a  
compendium of  
research  
findings.

Champoux  
includes  
examples and  
builds

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frameworks that  
make the  
material clear  
and easy to  
understand. The  
concise format  
allows the text  
to be used as a  
primer or to be  
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with additional  
cases, readings,

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or exercises.

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knowledge of  
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opportunities.

Creativity is  
being  
recognized as  
an important  
source of  
competitive  
advantage  
because a single  
creative idea

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that is both  
novel and useful  
may take an  
organization in a  
profitable new  
direction. This  
work aims to  
promote the  
burgeoning  
interest in group  
creativity by  
identifying new

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questions that  
will drive future  
research in this  
area.

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Management Train  
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Supervision and  
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room:

organizational  
decisions are

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often based on family relationships, rather than on the 'rational' approach advocated by many professionals. Textbooks on Human Resources, Management, Organizational Behavior,



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and a host of  
related areas  
seem to have  
entirely missed  
this important  
aspect of  
organizational  
decision making.  
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to change all of  
this. By clearly

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this book pulls  
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on the primary  
basis for many  
of the important  
things that  
really happen in  
organizations,  
large and small.  
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skillfully weave  
examples of  
nepotism in real  
organizations  
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(hiring,  
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employment law,  
career search,  
culture, etc.)  
in a way that  
defines an

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of quantitative  
organizational  
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first time IO  
psychologists  
have looked at  
the important  
subject of

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organizations.

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landmark in  
showing how indu-  
strial-  
organizational  
psychology and  
related fields  
contribute to  
environmental  
sustainability  
in  
organizations. I

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embraces a scien  
tist/practitione  
r model:

evidence-based  
best practice to  
solve real-world  
issues. The  
contributors to  
this book are  
experts in  
science and

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practice,  
demonstrating  
the ways in  
which human-  
organization  
interactions can  
drive change to  
produce  
environmentally  
beneficial  
outcomes.

Overall, the  
authors address  
cogent issues

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Examples of how  
industrial-  
organizational  
psychology can  
guide  
interventions  
that support and  
maintain  
environmentally  
sound practices  
in  
organizations.



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Green

Organizations  
can be used as a  
general  
reference for  
researchers, in  
courses on  
sustainable  
business,  
corporate social  
responsibility,  
ethical  
management  
practices and

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social entrepreneurship. The  
book will

provide an  
excellent  
overview for  
anyone  
interested in  
sustainability  
in  
organizations,  
and will serve  
as a valuable  
guide to industr

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organizational

psychology and

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Practice, and

Current

Challenges

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Prediction for  
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An Analysis of  
Recruiting,  
Screening, and  
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Processes

An engaging and  
thought-provoking  
textbook which

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introduces and  
reviews the main  
methods and

constructs used to  
assess people at  
work.

Modern financial  
management is  
largely about risk  
management,  
which is  
increasingly data-

driven. The problem is how to extract information from the data overload. It is here that advanced statistical and machine learning techniques can help. Accordingly, finance, statistics, and data analytics

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go hand in hand.

The purpose of  
this book is to

bring the state-of-  
art research in

these three areas  
to the fore and

especially

research that

juxtaposes these

three.

This book is the

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most

comprehensive  
reference ever

written for  
individuals

interested in law  
enforcement

selection. The

chapters contain  
meta-analyses

(statistical reviews  
of the literature)



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investigating the  
validity of methods  
used to predict  
police  
performance.

These methods  
include education  
requirements,  
cognitive ability,  
background  
variables (e.g.,  
military

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experience, arrest  
record, discipline  
problems at work),  
personality  
inventories,  
interest  
inventories,  
physical agility  
tests, assessment  
centers, and  
interviews. The  
first chapter in the

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book is a short  
primer on meta-  
analysis that

informs the reader  
about the purpose  
of meta-analysis  
and how to  
interpret the meta-  
analysis tables  
contained in the  
book. Chapter 2  
describes the

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methods used to  
conduct the meta-  
analyses for this  
project. Chapters  
3-11 list the meta-  
analysis results for  
the various  
predictors of police  
performance.

Chapter 12  
describes a meta-  
analysis of the

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relationships  
among criteria  
(e.g., performance  
ratings, discipline  
problems,  
commendations),  
Chapter 13  
describes a meta-  
analysis of the  
relationships  
among selection  
methods, and

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Chapter 14  
describes a meta-  
analysis of the  
relationship  
between the  
various criteria and  
sex, race, age,  
and tenure.

Chapter 15  
summarizes the  
previous chapters  
and identifies

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future research  
needs.  
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Personnel  
Selection  
British Humanities  
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Groups, and  
Organizations  
Assessment

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operations and  
combat support  
specialties in  
the enlisted  
force are among  
the highest in*



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*demand by the  
service yet have  
persistently  
high rates of  
attrition in  
their initial  
skills training,  
which is called  
"technical  
training" in the  
Air Force. These  
high-demand,  
high-attrition  
(HDHA)*

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specialties  
include Combat  
Control;  
Explosive  
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Disposal;  
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Survival,  
Evasion,  
Resistance, and  
Escape; Special  
Operations  
Weather Team;  
and Tactical Air

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*Control Party.  
The Air Force  
has conducted or  
sponsored  
several efforts  
to address  
training  
attrition in  
these  
specialties over  
the past several  
years, yet  
training  
attrition*

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*remains high.  
The reasons for  
high training  
attrition are  
interrelated,  
with size and  
quality of the  
recruiting pool,  
utility of  
screening tools,  
and training  
environment  
factors all  
playing a role.*

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*This report  
addresses the  
broader  
challenges for  
implementing new  
approaches to  
HDHA specialty  
recruiting,  
screening, and  
development of  
Air Force  
candidates, and  
takes a holistic  
approach to*

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*identifying  
methods and  
tools to fill  
gaps in current  
processes." - -  
Technology is a  
key driver  
behind the  
effects of  
contemporary  
globalization on  
business and  
other  
organizations*

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worldwide.

*Understanding  
this phenomena  
in connection  
with the impact  
of cultural  
variations can  
help improve  
business and  
product life  
cycles in an era  
in which  
corporate  
capital and*

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*liquidity  
buffers must be  
increased for  
unexpected  
developments in  
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emphasizing the*



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*importance of  
deeply exploring  
the effects of  
cultures and  
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source is  
beneficial for  
professionals,  
researchers, and  
practitioners  
who wish to*

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*broaden their  
understanding of  
the direct  
relationship  
between culture  
and technology  
in the  
international  
business realm.  
Dramatic  
challenges and  
changes in the  
world of work  
prompted a*

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*sweeping  
revision of this  
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changes  
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*business and the  
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