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Marilyn J. Davidson



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The Employment Interview Robert W. Eder, Gerald R. Ferris, 1989 **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 **The Employment Interview Handbook** Robert W. Eder, Michael M. Harris, 1999-05-06 Research from 26 new authors has been integrated into the revision of The Employment Interview Handbook a successful volume previously published in 1989 by SAGE Publications This new Handbook provides a state of the art review of the research in the area of the employment interview The editors provide an integrated examination of various streams of research Leading scholars author the individual chapters and discuss the future of their particular line of research raising issues in need of further investigation The book concludes with a summary of the volume implications for theory building research methods and effective practice This Handbook is particularly appropriate for faculty and students in Industrial Organization Psychology and Human Resource Management as well as researchers and practitioners in employee selection and employment interview procedures and policies The Handbook of Communication Skills Owen Hargie, 1997 This fully revised 2nd ed is intended as a comprehensive volume on the subject of psychology has contributions from world leaders in their particular fields It will be of interest to a wide range of people including researchers students Applied Measurement Deborah L. Whetzel, George R. Wheaton, 2016-02-17 An updated version of Deborah Whetzel and George Wheaton's earlier volume this text is a well organized sourcebook for fundamental practices in industrial psychology and human resources management Applied Measurement describes the process of job analysis and test development with practical examples and discusses various methods for measuring job performance Its primary purpose is to provide practical systematic guidance on how to develop the various kinds of measurement instruments frequently used in the fields of industrial psychology and human resources management to assess personnel With easy to follow guidance written in straightforward language Applied Measurement contains three new chapters focusing on training and experience measures assessment centers and methods for defending the content validity of tests includes contributions from many prominent researchers in the field all of whom have had a great deal of applied experience begins each chapter with an overview describing the job analysis or measurement method and uses one job that of an electrician as an example throughout the book so that readers can easily understand how to apply job analysis data for the purposes of test development and job performance measurement This practical concise book is recommended for students and entry level practitioners in the fields of industrial psychology and human resources

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The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein, Elaine D. Pulakos, Jonathan Passmore, Carla Semedo, 2020-04-06 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies

Gender and Communication at Work Marilyn J. Davidson, 2016-04-15 Written by leading researchers from four continents this book offers a broad and contemporary assessment of the ways in which gender affects workplace communication and how this in turn influences people s choices training opportunities and career development A range of work situations are considered including communication within the normal routine in a crisis or under pressure and during those occasions important for career development and examples are sourced from a variety of contexts including international business leadership service work and computer mediated communication Gender and Communication at Work includes a diversity of theoretical perspectives in order to most successfully map the range of communication strategies identities and roles which impact upon and are influenced by gender at work

Professional Interviewing Rob Millar, Valerie Crute, Owen Hargie, 2017-06-26 This book first published in 1992 presents a detailed informed and informative account of research theory and practice in interviewing As a single source for practitioners it focuses on the professional practice of interviewing as a strategy for achieving specific objectives As well as providing reviews of recent research in interviewing it includes practical examples of interviewing in many different contexts The authors all of whom have wide

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The Oxford Handbook of Job Loss and Job Search Ute-Christine Klehe PhD, Edwin van Hooft PhD, 2018-05-08 Job search is and always has been an integral part of people's working lives Whether one is brand new to the labor market or considered a mature experienced worker job seekers are regularly met with new challenges in a variety of organizational settings Edited by Ute Christine Klehe and Edwin A J van Hooft The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search Multidisciplinary in nature Klehe van Hooft and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied such as psychology sociology labor studies and economics Discussing the antecedents and consequences of job loss as well as outside circumstances that may necessitate a more rigorous job hunt this Handbook presents in depth and up to date knowledge on the methods and processes of this important time in one's life Further it examines the unique circumstances faced by different populations during their job search such as those working job to job the unemployed mature job seekers international job seekers and temporary employed workers Job loss and unemployment are among the worst stressors individuals can encounter during their lifetimes As a result this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed Further it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss unemployment career transitions outplacement and job search

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