

# Lapd Employee Selection Manual

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this second edition of the handbook of employee selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection in this volume a diverse group of recognized scholars inside and outside the united states balance theory research and practice often taking a global perspective divided into eight parts chapters cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs the second edition features a new section on technology and employee selection the handbook of employee selection second edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields

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this is a fourth edition of a work first published in 1983 it contains the same number of chapters as the third edition published in 1990 however it has a substantial amount of new material major changes in warehousing in the last seven years have caused appropriate changes in the content of this text nearly three decades have passed since our first published writing about warehousing the goal of our early writing was to develop a better understanding between the third party warehouse operator and the user of these services today the emphasis has changed to a work that provides the tools that every warehouse manager needs this book intends to be a comprehensive handbook consisting of everything we know that would help the manager of warehouses much of the information is based upon materials previously used in warehousing forum our monthly subscription newsletter while the work is designed primarily as a handbook for managers it also serves as a guide for students it is based upon my experience both as a warehousing manager and executive and later as a management advisor the work is designed as a management reference for anyone involved in operating using constructing or trading in industrial warehouses

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