



The Hebrew University of Jerusalem

Syllabus

Personnel Selection - 55901

Last update 05-09-2024

HU Credits: 3

Degree/Cycle: 2nd degree (Master)

Responsible Department: Business Administration

Academic year: 0

Semester: 2nd Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: Dr. Yael Brender-Ilan

Coordinator Email: yael.b@mail.huji.ac.il

Coordinator Office Hours: Sunday, before class

Teaching Staff:

Dr. Yael Brender-Ilan

Course/Module description:

In this course I will focus on the use, validation and quality of different selection techniques (WATs, interviews, Biodata, personality tests, assessment centers, integrity tests, graphology) for different jobs. The main subjects will be the predictors and criterion - job success, the validity of the predictors, the reliability of the various selection techniques, utility analysis process, and job analysis. Each method will be critically examined and discussed.

Delivering this information and content is my primary task. It will be your responsibility to join, participate, and perform the tasks.

If the course will be given online, we will combine asynchronous learning with synchronous learning and during the semester you will be able to participate in formative learning in flexible times and earn points while experiencing the material studied, as well as in synchronous learning where group discussions will take place.

Course/Module aims:

Students will acquire an understanding of the process of designing a selection strategy for various organizations and various jobs. Students will be taught the main stages of designing two selection methods - Assessment center exercises and Structures interview.

Learning outcomes - On successful completion of this module, students should be able to:

- *Students will be able to make decision on personnel selection methods for different jobs and organizational situations*
- *Students will gain understanding of the importance of reliability and validity on choices between selection methods*
- *Students will be able to design a beginner personnel selection exercise in assessments center and interview setting*
- *Students will understand the essence and nature of various selection methods*
- *Students will gain critical knowledge regarding the strength and weaknesses of different selection methods*

Attendance requirements(%):

80

Teaching arrangement and method of instruction: Lecture, class discussions, Practice workshops in writing selection exercises and tests.

Course/Module Content:

1. Introduction to selection
2. Reliability and Validity -Face-to-Face class but it also has asynchronous content for the benefit of individuals on reserve).
3. Utility Analysis - Asynchronous, no Face-to-Face class.
4. Job Analysis
5. Written ability test
6. The Interview
7. Interview simulations exercise design
8. Assessment Centers
8. Personality test -FFM COPS.
9. Projective Personality tests.
10. Biodata and CV - workshop
11. Graphology test.
12. Integrity Tests
13. preparation for writing the the final paper and course summary.

Required Reading:

Aguinis, H. & Smith, M.A. (2007). *Understanding the Impact of Test Validity and Bias on Selection Errors and Adverse Impact in Human Resource Selection. Personnel Psychology, 60(1), 165-199.*

Bangerter, A., Roulin, N., & König, C. J. (2012). *Personnel selection as a signaling game. Journal of Applied Psychology, 97(4), 719.*

Bangerter, A., König, C.J., Blatti, S. & Salvisberg, A. (2009). *How Widespread is Graphology in Personnel Selection Practice? A case study of a job market myth. International Journal of Selection and Assessment. Vol. 17, Iss. 2, p. 219-230.*

Billings, S. W., & Dages, K. D. (2018). *Cross-cultural validity of integrity assessments for lower-level and higher-level jobs. International Journal of Selection and Assessment, 26(1), 66-74.*

Breil, S. M., Forthmann, B., & Back, M. D. (2022). *Measuring distinct social skills via multiple speed assessments: A behavior-focused personnel selection approach. European Journal of Psychological Assessment, 38(3), 224.*

Brummel, B. J., Rupp, D. E., & Spain, S. M. (2009). *Constructing parallel simulation exercises for assessment centers and other forms of behavioral assessment. Personnel Psychology, 62(1), 137-170.*

Campion, M. C., Campion, M. A., Campion, E. D., & Reider, M. H. (2016). *Initial investigation into computer scoring of candidate essays for personnel selection.*

Journal of Applied Psychology, 101(7), 958.

Carter, N. T., Daniels, M. A., & Zickar, M. J. (2013). Projective testing: Historical foundations and uses for human resources management. *Human Resource Management Review*, 23(3), 205-218.

Cook, M. (2016). *Personnel Selection: Adding Value Through People-A Changing Picture*. John Wiley & Sons

Dayan, K., Kasten, R., & Fox, S. (2002). Entry-level Police Candidate Assessment Center: An Efficient Tool for a Hammer to Kill a Fly? *Personnel Psychology*. 55 (4), 827.

DeGroot, T. & Gooty, J. (2009). Can Nonverbal Cues be Used to Make Meaningful Personality Attributions in Employment Interviews? *Journal of Business and Psychology*. Vol. 24, Iss. 2, p. 179-192.

Dugger, Z., Halverson, G., McCrory, B., & Claudio, D. (2022). Principal Component Analysis in MCDM: An exercise in pilot selection. *Expert Systems with Applications*, 188, 115984.

Elkins, T. J., & Phillips, J. S. (2000). Job context, selection decision outcome, and the perceived fairness of selection tests: Biodata as an illustrative case. *Journal of Applied Psychology*, 85(3), 479.

Graham, K.E., McDaniel, M.A., Douglas, E.F. & Snell, A.F. (2002). Biodata Validity Decay and Score Inflation with Faking: Do Item Attributes Explain Variance Across Items? *Journal of Business and Psychology*. 16 (4), 573-.

Handler, M., Honts, C.R., Krapohl, D.J., Nelson, R. & Griffin, S. (2009). Integration of Pre-Employment Polygraph Screening into the Police Selection Process. *Journal of Police and Criminal Psychology*. Vol. 24, Iss. 2; p. 69

Hogan, R. (2005). In Defense of Personality Measurement: New Wine for Old Whiners. *Human Performance*. 18(4), pg. 331-342.

Hommel, B. E., Ruppel, R., & Zacher, H. (2022). Assessment of cognitive flexibility in personnel selection: Validity and acceptance of a gamified version of the Wisconsin Card Sorting Test. *International Journal of Selection and Assessment*, 30(1), 126-144.

Jacksch, V., & Klehe, U. C. (2016). Unintended Consequences of Transparency During Personnel Selection: Benefitting some candidates, but harming others?. *International Journal of Selection and Assessment*, 24(1), 4-13.

Jensen, A.R. (1986), g: Artifact or reality? *Journal of Vocational Behavior*, 29,

301-331.

Jones, K. S., Newman, D. A., Su, R., & Rounds, J. (2022). Vocational interests and adverse impact: How attraction and selection on vocational interests relate to adverse impact potential. *Journal of Applied Psychology*, 107(4), 604.

Kausel, E. E., Culbertson, S. S., & Madrid, H. P. (2017). Overconfidence in personnel selection: When and why unstructured interview information can hurt hiring decisions. *Organizational Behavior and Human Decision Processes*, 137, 27-44.

Kilic, H. S., Demirci, A. E., & Delen, D. (2020). An integrated decision analysis methodology based on IF-DEMATEL and IF-ELECTRE for personnel selection. *Decision Support Systems*, 137, 113360.

Koenig, N., Tonidandel, S., Thompson, I., Albritton, B., Koohifar, F., Yankov, G. & Newton, C. (2023). Improving measurement and prediction in personnel selection through the application of machine learning. *Personnel Psychology*.

Langer, M., König, C. J., & Fitili, A. (2018). Information as a double-edged sword: The role of computer experience and information on applicant reactions towards novel technologies for personnel selection. *Computers in Human Behavior*, 81, 19-30.

Lievens, F., & Sackett, P. R. (2017). The effects of predictor method factors on selection outcomes: A modular approach to personnel selection procedures. *Journal of Applied Psychology*, 102(1), 43-66.

Malin, C. D., Fleiß, J., Seeber, I., Kubicek, B., Kupfer, C., & Thalmann, S. (2024). The application of AI in digital HRM—an experiment on human decision-making in personnel selection. *Business Process Management Journal*.

Moustafa, K.S. & Miller, T. (2003). Too Intelligent for the Job? The Validity of Upper-limit Cognitive Ability Test Scores in Selection. *S.A.M. Advanced Management Journal*. 68 (2), 4-15.

Morgeson, F.P., Campion, M.A., Dipboye, R.L., Hollenbeck, J.R., Murphy, K. and Schmitt, N. (2007). Are We Getting Fooled Again? Coming To Terms with Limitations in the Use of Personality Tests for Personnel Selection. 60,1029-1049.

Moscato, S. & Iglesias, M. (2009). Job Experience and Big Five Personality Dimensions. *International Journal of Selection and Assessment*. Vol. 17, Iss. 2, p. 239-242

Neisser, U. (Chair) (1996). *Intelligence: Knowns and Unknowns*. *American Psychologist*, 51(2), 77-101.

Ones, D.S., Dilchert, S., Viswesvaran, C. And Judge, T.A. (2007), *In Support Of*

Personality Assessment in Organizational Settings. Personnel Psychology. 60, 995-1027.

Ployhart, R. E., Schmitt, N., & Tippins, N. T. (2017). Solving the Supreme Problem: 100 years of selection and recruitment at the Journal of Applied Psychology.
Reznik, N., Krumm, S., Freudenstein, J. P., Heimann, A. L., Ingold, P., Schäpers, P., & Kleinmann, M. (2024). Does understanding what a test measures make a difference? On the relevance of the ability to identify criteria for situational judgment test performance. International Journal of Selection and Assessment, 32(2), 210-224.

Rivera, L. A. (2012). Hiring as Cultural Matching the Case of Elite Professional Service Firms. American Sociological Review, 77(6), 999-1022.

Sackett, P.R. & Livens, F. (2008). Personnel Selection. Annu. Rev. of Psychology. 59, 419-450.

Sackett, P. R., Zhang, C., Berry, C. M., & Lievens, F. (2022). Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. Journal of Applied Psychology, 107(11), 2040.

Salgado, J.F. (2003). Prediction job performance using FFM and non-FFM personality measures. Journal of occupational and organizational psychology. 76(3), 323-.

Schmidt F.L. & Hunter J.E. (1998). The Validity and Utility of Selection Methods in Personnel Psychology: Practical and Theoretical Implications of 85 Years of Research Findings, Psychological Bulletin, 124 (2), 262-274.

Schmitt, N. & Mills A. E. (2001). Traditional Test and Job Simulations: Minority and Majority Performance and Test Validity. Journal of Applied Psychology. 86 (3), 451-458.

Schneider, T. J., Goffin, R. D., & Daljeet, K. N. (2015). "Give us your social networking site passwords": Implications for personnel selection and personality. Personality and Individual Differences, 73, 78-83.

Tett, R. & Palmer, C. (1997). The Validity of Handwriting Elements in Relation Of Self Report Personality Trait Measures. Personality and Individual Differences. 22 (1), 11-18.

Van Iddekinge, C. H., Aguinis, H., Mackey, J. D., & DeOrtentiis, P. S. (2018). A meta-analysis of the interactive, additive, and relative effects of cognitive ability and motivation on performance. Journal of Management, 44(1), 249-279.

Whitacare, T. (2007). Behavioral Interviewing – Find Your Star. Quality progress. 40

(6), 72-73.

Additional Reading Material:

Alvarado, N. (1994). Empirical Validity of the Thematic Apperception Test. *Journal of Personality Assessment*. 63 (1), 59-79.

Arnulf, Jan Ketil, Lisa Tegner, Øyunn Larssen (2010). Impression making by résumé layout: Its impact on the probability of being shortlisted. *European Journal of Work and Organizational Psychology*. Vol. 19, Iss. 2; p. 221

Arvey, R.D., Landon, T.E., Nutting, S.M. & Maxwell S.E. (1992). Development of physical ability tests for police officers: A construct validation approach. *Journal of Applied Psychology*, 77, 996-1009.

Bangerter, A., König, C.J., Blatti, S. & Salvisberg, A. (2009). How Widespread is Graphology in Personnel Selection Practice? A case study of a job market myth. *International Journal of Selection and Assessment*. Vol. 17, Iss. 2, p. 219-230.

Barrick, M.R. & Mount, M.K. (1991). The big five personality dimensions and job performance: A meta- analysis. *Personnel Psychology*, 44, 1-26.

Benit, N., Mojzisch, A., & Soellner, R. (2014). Preselection Methods Prior to the Internal Assessment Center for Personnel Selection in German Companies. *International Journal of Selection and Assessment*, 22(3), 253-260.

Ben Shakhar, G., Bar-Hillel, M., Bilu, Y., Ben-Abba, E. & Flug, A. (1986). Can graphology predict occupational success? Two empirical studies and some methodological ruminations. *Journal of Applied Psychology*. 71, 645-653.

Ben-Shakhar, G. & Elaad, E. (2003). The validity of psychophysiological detection of information with the guilty knowledge test: A meta-analytic review. *Journal of Applied Psychology*. 88 (1), 131.

Ben-Shakhar, G, Liebllich, I., Bar-Hillel, M. (1982). An Evaluation of Polygraphers' Judgments: A Review from a Decision Theoretic Perspective. *Journal of Applied Psychology*. 67 (6). 701-713.

Bernardin, H.J. & Cooke, D.K. (1993). Validity of an honesty test in prediction theft among convenience store employees. *AMJ*, 36(5), 1097-1108.

Berry, O.M., Sackett, P.R. & Wiemann, S (2007). A Review of Recent Developments In Integrity Test Research. *Personnel Psychology*, 60 (2), 271-301.

Blickle, G., Momm, T., Schneider, P.B., Gansen, D. & Kramer, J.(2009). Does

Acquisitive Self-Presentation in Personality Self-Ratings Enhance Validity? Evidence from two experimental field studies. International Journal of Selection and Assessment. Vol. 17, Iss. 2, p. 142-153

Blickle, Gerhard, Annalisa K Schnitzler (2010). Is the Political Skill Inventory Fit for Personnel Selection? An Experimental Field Study. International Journal of Selection and Assessment. Vol. 18, Iss. 2; p. 155

Billings, S. W., & Dages, K. D. (2018). Cross-cultural validity of integrity assessments for lower-level and higher-level jobs. International Journal of Selection and Assessment, 26(1), 66-74.

Bing, M.N., Davison, H.K., Arvey, R. (2009). Using a Repeated-measures Approach to Validating Personality Tests in Small Samples: A Feasibility Study with Implications for Small Businesses. Journal of Managerial Issues. Vol. 21, Iss. 1, p. 11-35,6

Boudreau, J. W. (1990). Utility analysis for decisions in human resources management. in M.D. Dunnette and L.M. Hough (Eds.), Handbook of Industrial and Organizational Psychology, vol 2. Palo Alto, CA: Consulting Psychologists.

Bozionelos, N. (2005). When the inferior candidate is offered the job: The selection interview as a political and power game. Human Relations, 58(12), pg. 1605-1642.

Breil, S. M., Forthmann, B., & Back, M. D. (2022). Measuring distinct social skills via multiple speed assessments: A behavior-focused personnel selection approach. European Journal of Psychological Assessment, 38(3), 224.

Brumback, G.B. (1996). Getting the Right People Ethically. Public Personnel Management. 25 (3), 267-276.

Burr, V. (2002). Judging Gender from Samples of Adult Handwriting: Accuracy and Use of Cues. The Journal of Social Psychology. 142 (6), 691-700.

Campion M.A., Palmer, D.K. & Campion, J.E. (1997). A review of structure in the selection interview. Personnel Psychology, 50 (3), 655-702.

Christiansen, N.D., Janovics, J.E. & Siers, B.P. (2010). Emotional Intelligence in Selection Contexts: Measurement method, criterion-related validity, and vulnerability to response distortion. International Journal of Selection and Assessment. Vol. 18, Iss. 1, p. 87-101

Cook, M. (2016). Personnel Selection: Adding Value Through People-A Changing Picture. John Wiley & Sons.

Crant, J.M. & Bateman, T.S. (1990). An experimental test of the impact of drug testing programs on potential job applicants' attitudes and intentions. Journal of Applied Psychology, 75, 127-131.

Dalen, L.H., Stanton, N.A., Roberts, A.D. (2001). *Faking Personality Questionnaires in Personnel Selection*. *The Journal of Management Development*. 20 (7/8), 729-.

Dawis, R.V. (1990). *Vocational interest values and preferences*. In M.D. Dunnette, & L.M. Hough (Eds.), *Handbook of industrial and organizational psychology*, Vol. 2, Palo-Alto, CA: Consulting Psychologists.

Del Giudice, M.J. (2010). *What Might This Be? Rediscovering the Rorschach as a Tool for Personnel Selection in Organizations*. *Journal of Personality Assessment*. Vol. 92, Iss. 1, p. 78

Dipboye, R.L., Gaugler, B.B., Hayes, T.L. & Parker, D. (2001). *The Validity of Unstructured Panel Interviews: More than Meets the Eye?* *Journal of Business and psychology*. 16(1), 35-.

Dixon, M., Wang, S., Calvin, J., Dineen, B., Tomlinson, E. (2002). *The Panel Interview: A Review of Empirical Research and Guidelines for Practice*. *Public Personnel Management*. 31 (3), 397-.

Dugger, Z., Halverson, G., McCrory, B., & Claudio, D. (2022). *Principal Component Analysis in MCDM: An exercise in pilot selection*. *Expert Systems with Applications*, 188, 115984.

Fine, S., Goldenberg, J., & Noam, Y. (2016). *Integrity testing and the prediction of counterproductive behaviours in the military*. *Journal of Occupational and Organizational Psychology*, 89(1), 198-218.

Gaugler, B.B., Rosenthal, D.B., Thoronton, G.C. III, Bentson, C. (1987). *Meta-analysis of assessment center validity (monograph)*. *Journal of Applied Psychology*, 72,493-511.

Goodstien, L.D. & Lanyon, R.I. (1999). *Application of personality assessment to the workplace: A review*. *Journal of Business and Psychology*, 13 (3), 291-322.

Guion R.M. (1990). *Personnel assessment and placement*, in M.D. Dunnette and L.M. Hough (Eds.), *Handbook of Industrial and Organizational Psychology*, vol 2. Palo Alto, CA: Consulting Psychologists.

Graves, L.M. & Karren, R.J. (1996). *The employee selection interview: A fresh look at an old problem*. *Human Resource Management*. 35(2),163-180.

Grant, D.L. (1980). *Issues in Personnel Psychology*. *Professional Psychology*, 11 (3), 369-385.

Handler, M., Honts, C.R., Krapohl, D.J., Nelson, R. & Griffin, S. (2009). *Integration of*

Pre-Employment Polygraph Screening into the Police Selection Process. Journal of Police and Criminal Psychology. Vol. 24, Iss. 2; p. 69

Hermelin, E. & Robertson, I. T. (2001). A Critique and Standardization of Meta-analytic Validity Coefficients in Personnel Selection. Journal of Occupational and Organizational Psychology. 74 (3), 253.

Hiller, J.B., Rosenthal, R., Bornstein, R.F., Berry, D.T.R. & Brunell-Neuleib, S. (1999). A Comparative Meta-Analysis of Rorschach and MMPI Validity. Psychological Assessment. 11(3), 278-296.

Hogan, R. (2005). In Defense of Personality Measurement: New Wine for Old Whiners. Human Performance. 18(4), pg. 331-342.

Hough, L.M. & Oswald, F.L. (2000). Personnel Selection: Looking Towards the Future – Remembering the Past. Annual Review of Psychology. 51, 631-664.

Huffcutt, A. I & Arthur, W Jr. (1994). Hunter and Hunter (1984) revisited: Interview validity for entry-level jobs. Journal of Applied Psychology, 79 (2), 184-190.

Hommel, B. E., Ruppel, R., & Zacher, H. (2022). Assessment of cognitive flexibility in personnel selection: Validity and acceptance of a gamified version of the Wisconsin Card Sorting Test. International Journal of Selection and Assessment, 30(1), 126-144.

Hunter, J.E. (1986). Cognitive ability, cognitive aptitudes, job knowledge, and job performance. Journal of Vocational Behavior, 29, 340-362.

Jones, K. S., Newman, D. A., Su, R., & Rounds, J. (2022). Vocational interests and adverse impact: How attraction and selection on vocational interests relate to adverse impact potential. Journal of Applied Psychology, 107(4), 604.

Joseph, D.L & Newman, D.A.. (2010). Emotional intelligence: An integrative meta-analysis and cascading model Journal of Applied Psychology. Vol. 95, Iss. 1, p. 54

Kaak, S.R., Field, H.S., Giles, W.F. & Norris, D.R. (1998). The Weighted Application Blank. Cornell Hotel and Restaurant Administration Quarterly. 18-24.

Koenig, N., Tonidandel, S., Thompson, I., Albritton, B., Koohifar, F., Yankov, G., ... & Newton, C. (2023). Improving measurement and prediction in personnel selection through the application of machine learning. Personnel Psychology.

Krause, D.E., Kerstling, M., Heggstad, E.D., & Thornton, G.C. (2006). Incremental validity of assessment center ratings over cognitive ability tests: A study at the executive management level. International journal of selection and assessment, 14 (4), 360-

Komter, M. (1987). *The Structure of the Interview in Conflict and Cooperation in interviews*, Chapter 4, 53-69.

Kausel, E. E., Culbertson, S. S., & Madrid, H. P. (2017). Overconfidence in personnel selection: When and why unstructured interview information can hurt hiring decisions. *Organizational Behavior and Human Decision Processes*, 137, 27-44.

Kristof-Brown, A.L., Ryan D., Zimmerman, E., and Johanson, C. (2005). Perceived Applicant Fit: Distinguishing Between Recruiters' Perceptions of Person-Job And Person-Organization Fit. *Personnel Psychology*, 58 (2), 281-342.

König, C.J., Klehe, U., Berchtold, M. & Kleinmann, M. (2010). Reasons for Being Selective When Choosing Personnel Selection Procedures *International Journal of Selection and Assessment*. Vol. 18, Iss. 1, p. 17-27

Lerner, E. (1972). *The Projective Use of the Bender-Gestalt*. C.C. Thomas, IL.

Langer, M., König, C. J., & Fitili, A. (2018). Information as a double-edged sword: The role of computer experience and information on applicant reactions towards novel technologies for personnel selection. *Computers in Human Behavior*, 81, 19-30.

Lievens, F., & Sackett, P. R. (2017). The effects of predictor method factors on selection outcomes: A modular approach to personnel selection procedures. *Journal of Applied Psychology*, 102(1), 43-66.

Lowis, M.J. & Mooney, S. (2001). Examination Performance and Graphological Analysis of Student' Handwriting. *Perceptual and Motor Skills*. 93 (2), 367-.

Lowry, P.E. (1994). The Structured interview: An alternative to the assessment center? *Public personnel Management*, 23 (2), 201-215.

Mael, F.A. (1991). A conceptual rationale for the domain and attributes of biodata items. *Personnel Psychology*, 44, 763-792.

McDaniel, M.A., Whetzel, D.L., Schmidt, F.L. & Maurer, S.D. (1994). The validity of employment interview: A comprehensive review and meta-analysis. *Journal of Applied Psychology*, 79, 599-616.

McManus, M.A. & Masztal, J.J. (1999). The Impact of Biodata item attributes on validity and socially desirable responding. *Journal of Business and Psychology*, 13(3), 437-446.

Mount, M.K., Barrick, M.R., Schllen, S.M and Rounds, J. (2005). Higher-order dimensions of the big five personality traits and the big six vocational interest types. *Personnel Psychology*, 58(2), 447-478.

Murphy, K. R. and Deziweczynski, J. L. (2005). *Why Don't Measures of Broad Dimensions of Personality Perform Better As Predictors of Job Performance?* *Human Performance*, 18(4), pg. 343-358.

Neter, A. & Ben-Shakhar, G. (1989). *The predictive validity of graphological inferences: A Meta analytic approach.* *Personality and Individual differences*, 10 (7), 737-745.

Oostrom, Janneke K, Marise Ph Born, Alec W Serlie, Henk T van der Molen (2010). *Webcam testing: Validation of an innovative open-ended multimedia test.* *European Journal of Work and Organizational Psychology*. Vol. 19, Iss. 5; p. 532

Ones, D.S., Viswesvaran, C. & Schmidt, F.L. (1993) *Comprehensive meta-analysis of integrity test validities: Finding and implications for personnel selection and theories of job performance*, *Journal of Applied Psychology*, 78(4), 679-703.

Ones, D. S., & Viswesvaran, C. (2001). *Integrity Tests and Other Criterion-Focused Occupational Personality Scales (COPS) Used in Personnel Selection.* *International Journal of selection and assessment*, 9(1-2), 31-39.

Peterson, M.H., Griffith, R.L. & Converse, P.D. (2009). *Examining the Role of Applicant Faking in Hiring Decisions: Percentage of Fakers Hired and Hiring Discrepancies in Single- and Multiple-Predictor Selection.* *Journal of Business and Psychology*. Vol. 24, Iss. 4, p. 373-386

Pulakos, E.D. & Schmitt, Neal (1995). *Experienced based and situational Interview Questions: Studies of Validity.* *Personnel Psychology*, 48(2), 289-302.

Pulk, K., Vadi, M., & Aidla, A. (2022). *Employing Tallying and Take-the-Best Heuristics in the Personnel Selection Decision-Making Process.* In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 11930). Briarcliff Manor, NY 10510: Academy of Management.

Rabin, A.I. (1981). *Assessment with Projective Techniques.* Springer Publishing Company, NY.

Rafaeli, A. & Drory, A. (1988). *Graphological assessment for personnel selection: concerns and suggestions for research.* *Perceptual and motor skills*, 66 (3), 743-759.

Rafaeli, A. and Klimoski, R.J. (1983). *Predicting sales success through handwriting analysis: An evaluation of the effects of training and handwriting sample content.* *Journal of Applied Psychology*, 68, 212-217.

Sackett, P.R. & Wanek, E.W. (1996). *New development in the use of measures of*

honesty, integrity, conscientiousness, dependability, trustworthiness, and reliability for personnel selection, *Personnel Psychology*, 49, 787-829.

Sackett, P. R., Zhang, C., Berry, C. M., & Lievens, F. (2022). Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. *Journal of Applied Psychology*, 107(11), 2040.

Saul F. (2010). Cross-Cultural Integrity Testing as a Marker of Regional Corruption Rates. *International Journal of Selection and Assessment*. Vol. 18, Iss. 3; p. 251

Scherbaum, C.A. (2005). Synthetic Validity: Past, Present, and Future. *Personnel Psychology*, 58(2), 481-515.

Schmidt, F.L. & Zimmerman, R.D. (2004). A Counterintuitive Hypothesis about Employment Interview Validity and Some Supporting Evidence. *Journal of Applied Psychology*. 89(3), Jun 2004, 553-561.

Scroggins, W.A., Thomas, S.L. and Morris, J.A. (2008). *Psychological Testing In Personnel Selection, Part I: A Century of Psychological Testing*. Public Personnel Management. 37(1), 99-.

Shahani-Denning Comila , Purvi Dudhat, Roni Tevet, Nicole Andreoli (2010). Effect of Physical Attractiveness on Selection Decisions in India and the United States *International Journal of Management*. Vol. 27, Iss. 1; p. 37 (16 pages)

Sjoberg, L. (2001). Emotional Intelligence: A Psychometric Analysis. *European Psychologist*, Vol. 6, No. 2, pp. 79-95.

Tett, R. And Christiansen, N.D. (2007). *Personality Tests At The Crossroads: A Response To Morgeson, Campion, Dipboye, Hollenbeck, Murphy And Schmitt* (2007). *Personnel Selection*. 60(4), 967-.

Tett, R., Jackson & Rothstein (1991). Personality measures as predictors of job performance: A Meta-analysis review. *Personnel Psychology*, 44, 703-742.

Tett, R.P., Steele, J.R., & Beauregard, R.S. (2003). Broad and Narrow Measures on Both Sides of the Personality-Job Performance Relationship. *Journal of Organizational Behavior*. 24 (3), 335-.

Thomas, S.L. & Vaught, S. (2001). The Write Stuff: What the Evidence Says About Using Handwriting Analysis in Hiring. *Advanced Management Journal*. 66 (4), 31-.

Thumin, F.J. (2002). Comparison of the MMPI and the MMPI-2 among Job Applicants. *Journal of Business and Psychology*. 17 (1), 73-86.

Van Iddekinge, C. H., Aguinis, H., Mackey, J. D., & DeOrtentiis, P. S. (2018). A meta-analysis of the interactive, additive, and relative effects of cognitive ability and motivation on performance. *Journal of Management*, 44(1), 249-279.

Van Scotter, J.R. & Motowidlo, S. J. (1996). Interpersonal Facilitation and Job dedications separate facets of contextual performance, *Journal of Applied Psychology*, 81(5), 525-531.

Van Rooy, D.L. & Viswesvaran, C. (2004). Emotional intelligence: A meta-analytic investigation of predictive validity and nomological net. *Journal of Vocational Behavior*. 65 , 71-95.

Villanova, P. (1996). Predictive validity of situational constraints in general versus specific performance domains, *Journal of Applied psychology*, 81(5), 532-547.

Viswesvaran, C. & Ones, D.S. (1997). A review of the personnel reaction blank (PRB). *Security Journal*. 8, 129-132.

Viswesvaran, C. & Ones, D.S. (1997). Review of the Stanton Survey. *Security Journal*. 8, 167-169.

Walsh, J.P., Weinberg R.M. and Fairfield, M.L. (1989), The effect of gender on assessment center evaluation. *Journal of Occupational Pyschology*. 60(4), 305-.

Whitman, D.S., Van Rooy, D.L., Viswesvaran, C. & Kraus, E.(2009). Testing the Second-Order Factor Structure and Measurement Equivalence of the Wong and Law Emotional Intelligence Scale Across Gender and Ethnicity Educational and Psychological Measurement. Vol. 69, Iss. 6, p. 1059

Grading Scheme:

Essay / Project / Final Assignment / Home Exam / Referat 70 %

Submission assignments during the semester: Exercises / Essays / Audits / Reports / Forum / Simulation / others 22 %

Clinical Work / Lab Work / Practical Work / Workshops 8 %

Additional information:

The reading list is not final and will be updated during the semester.

The information about the course is not final and also depends on the teaching method, whether face-to-face or virtual.

In this regard, the tests may not be part of the final score.

*** Dear students, please note - This course has a an 80% attendance requirement and will take place in person on campus. Even if there will be recordings of the lessons, it will not be possible to participate remotely ***