



Human Resource Management

ELEVENTH EDITION

GARY DESSLER

Part 2 | Recruitment and Placement

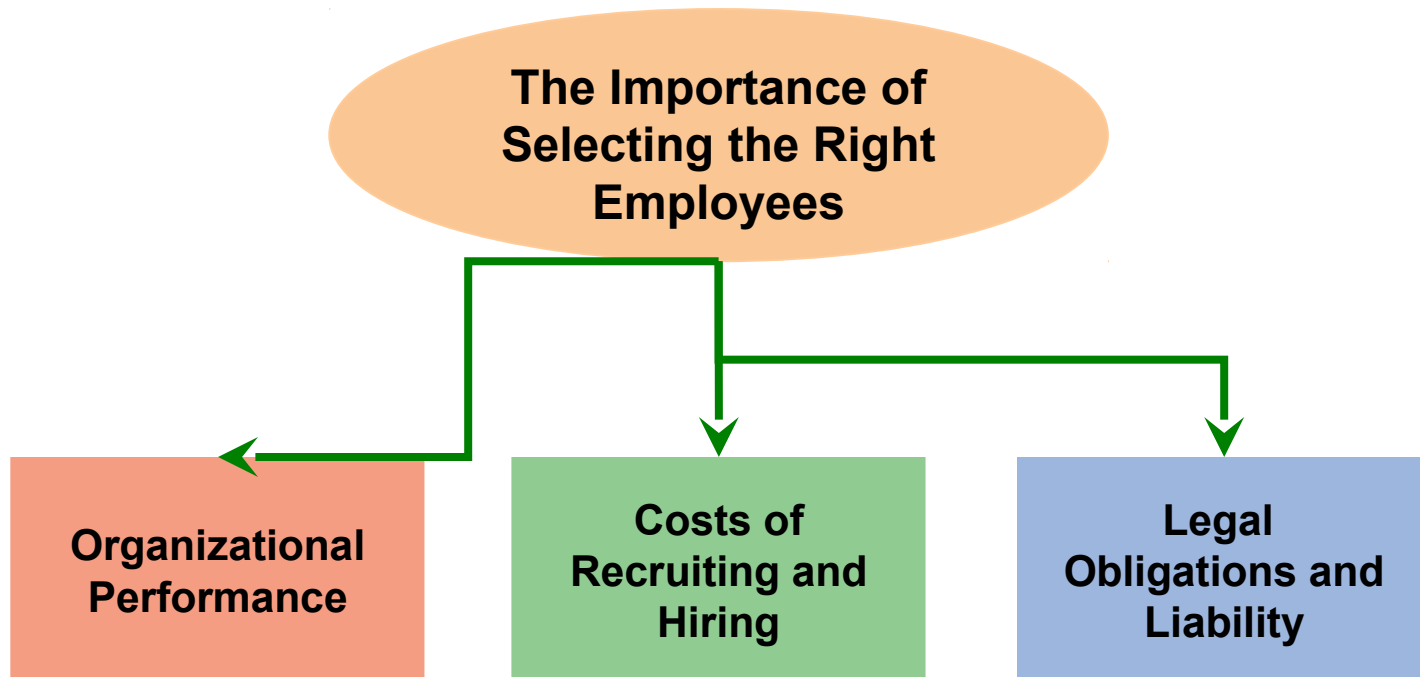
Chapter 6

Employee Testing and Selection

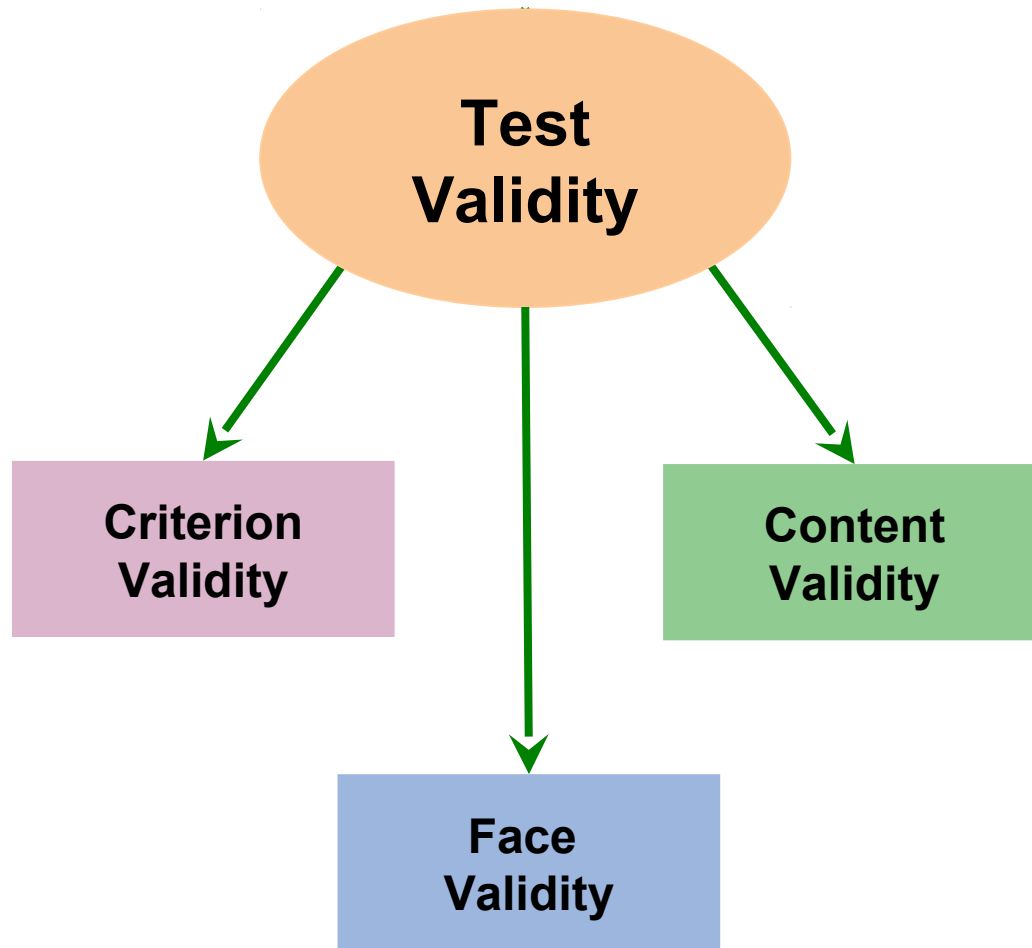
After studying this chapter, you should be able to:

1. Explain what is meant by reliability and validity.
2. Explain how you would go about validating a test.
3. Cite and illustrate our testing guidelines.
4. Give examples of some of the ethical and legal considerations in testing.
5. List eight tests you could use for employee selection, and how you would use them.
6. Explain the key points to remember in conducting background investigations.

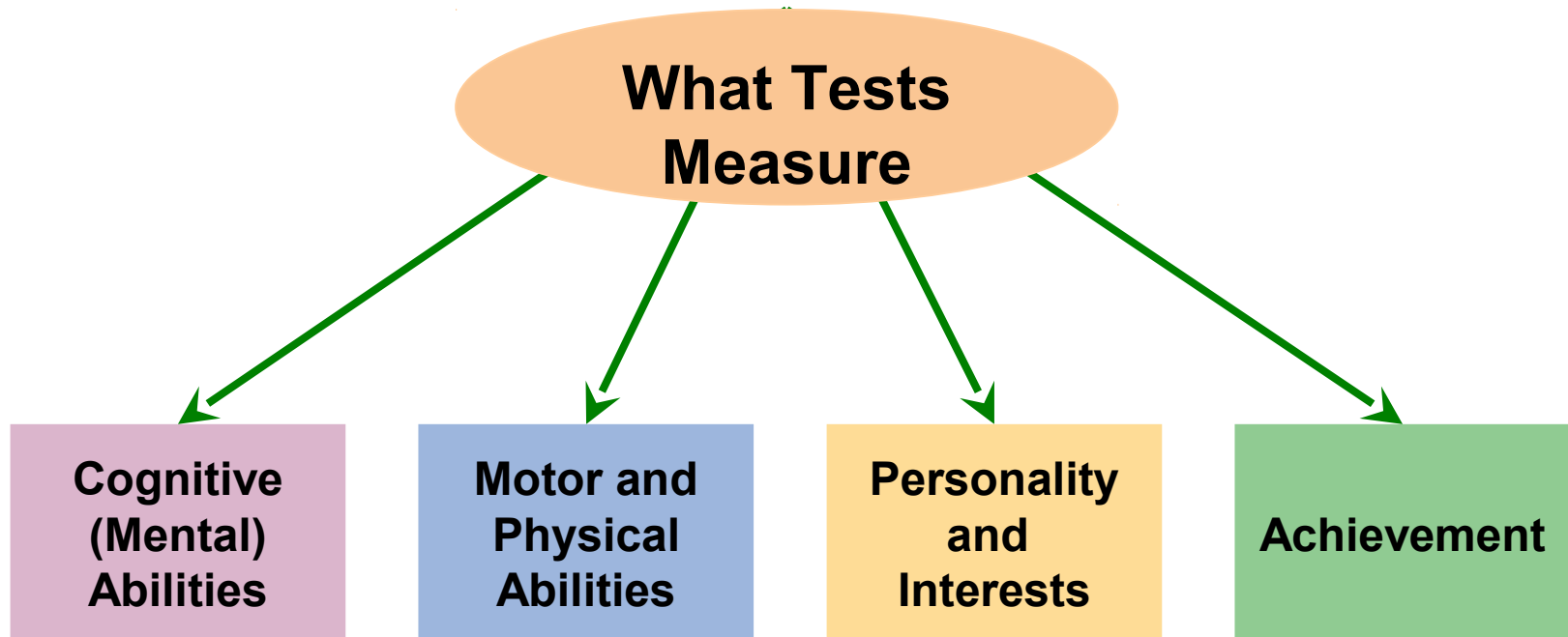
Why Careful Selection is Important



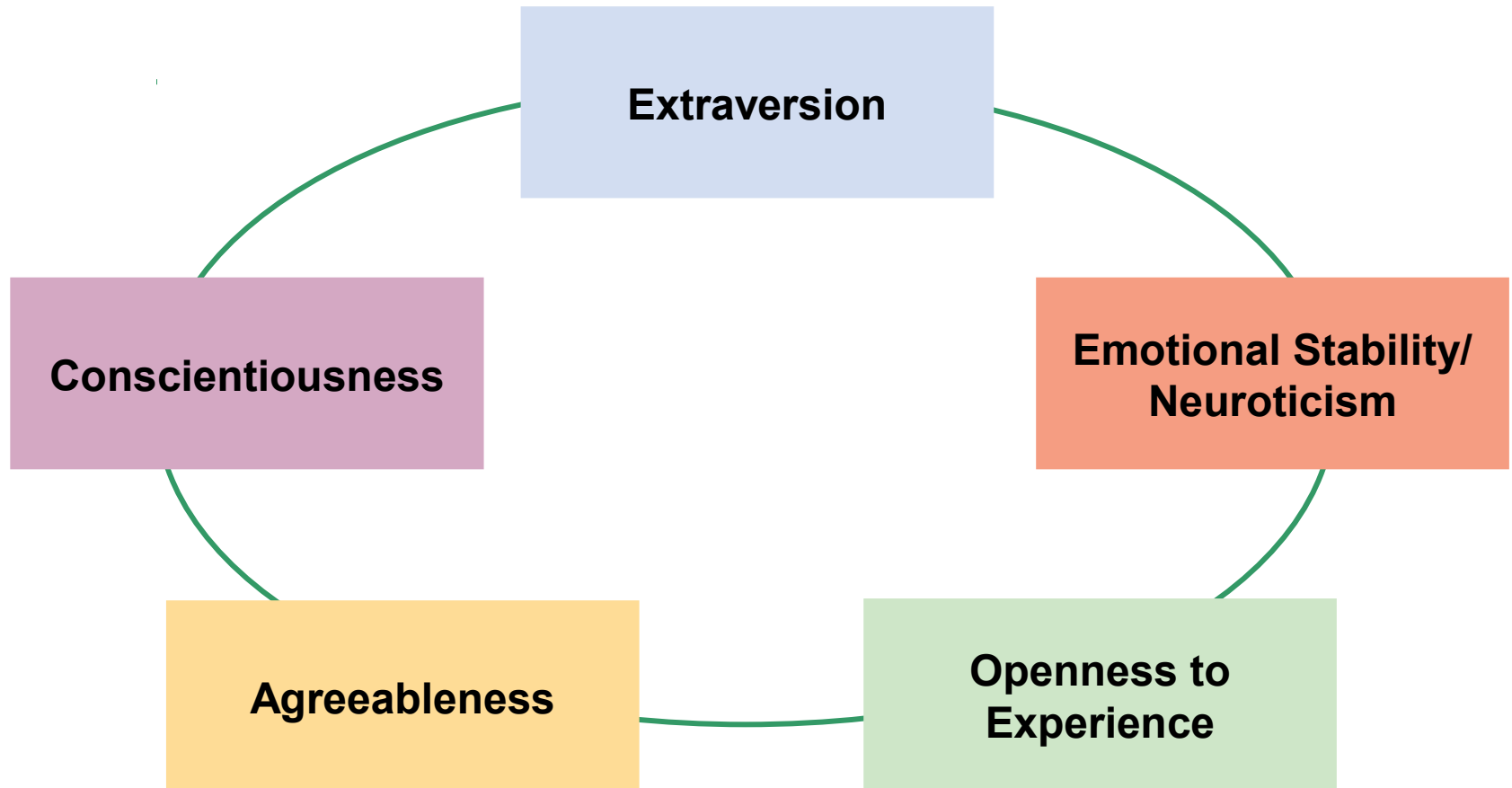
Types of Validity



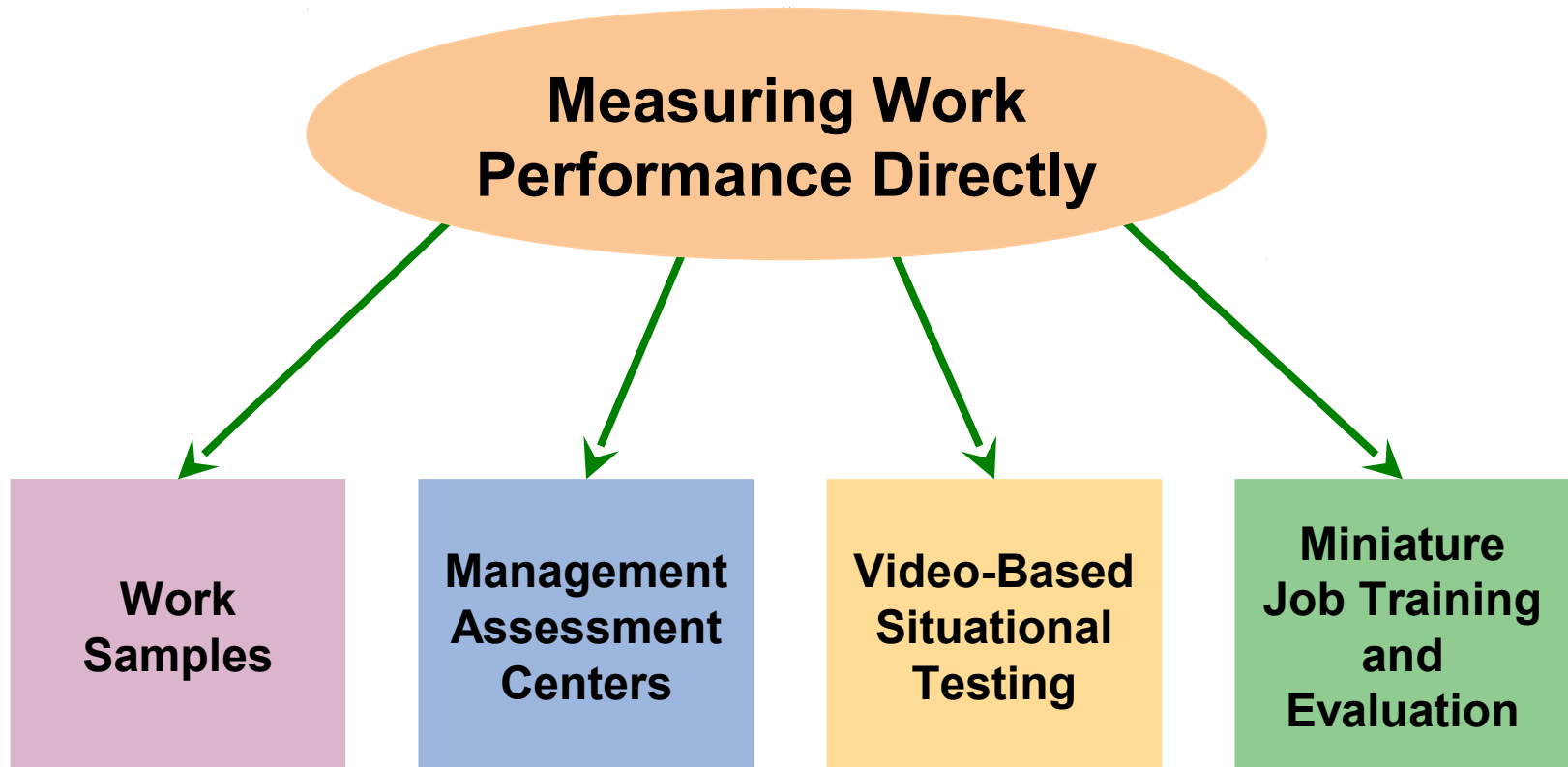
Types of Tests



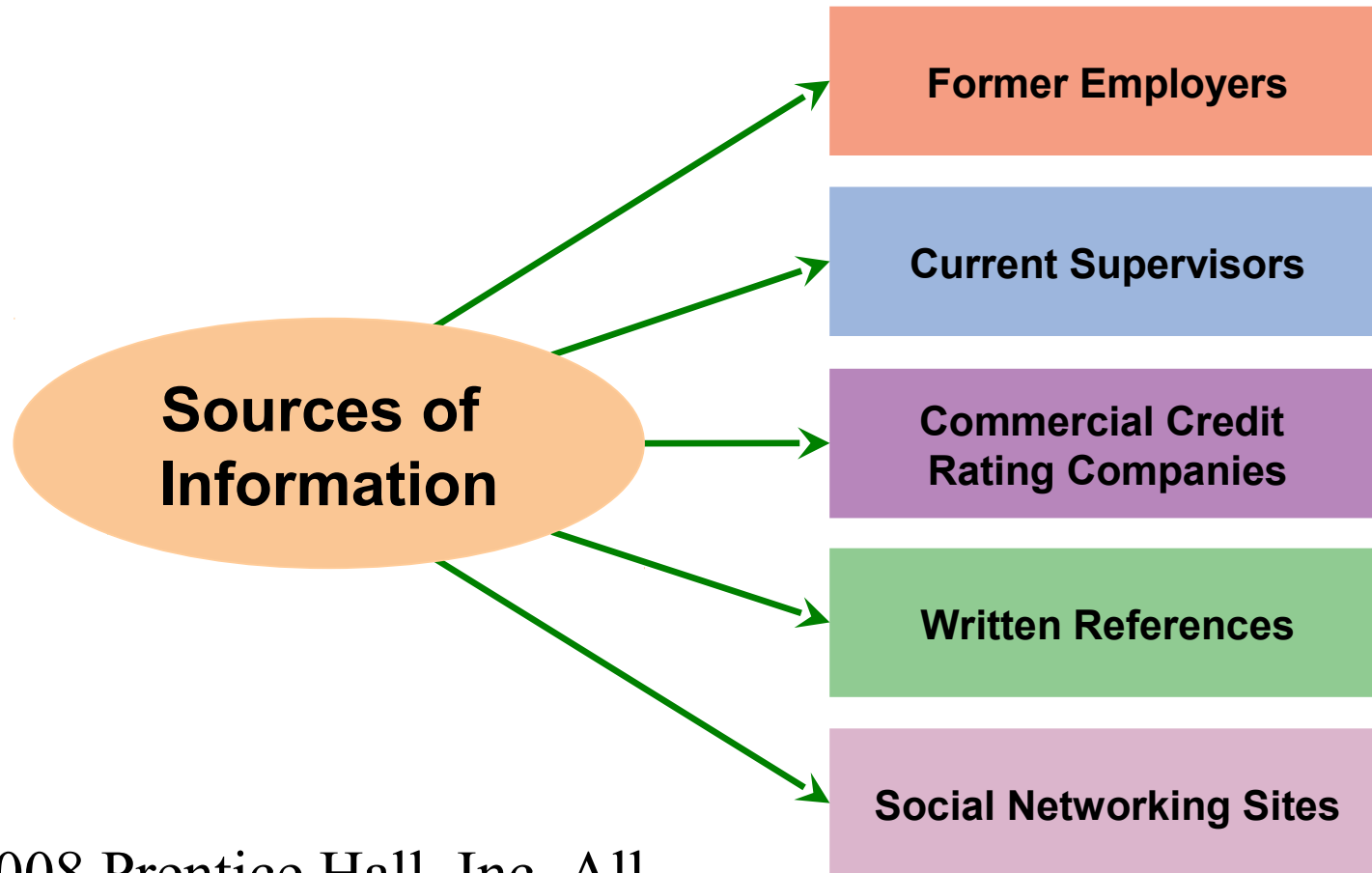
The “Big Five”



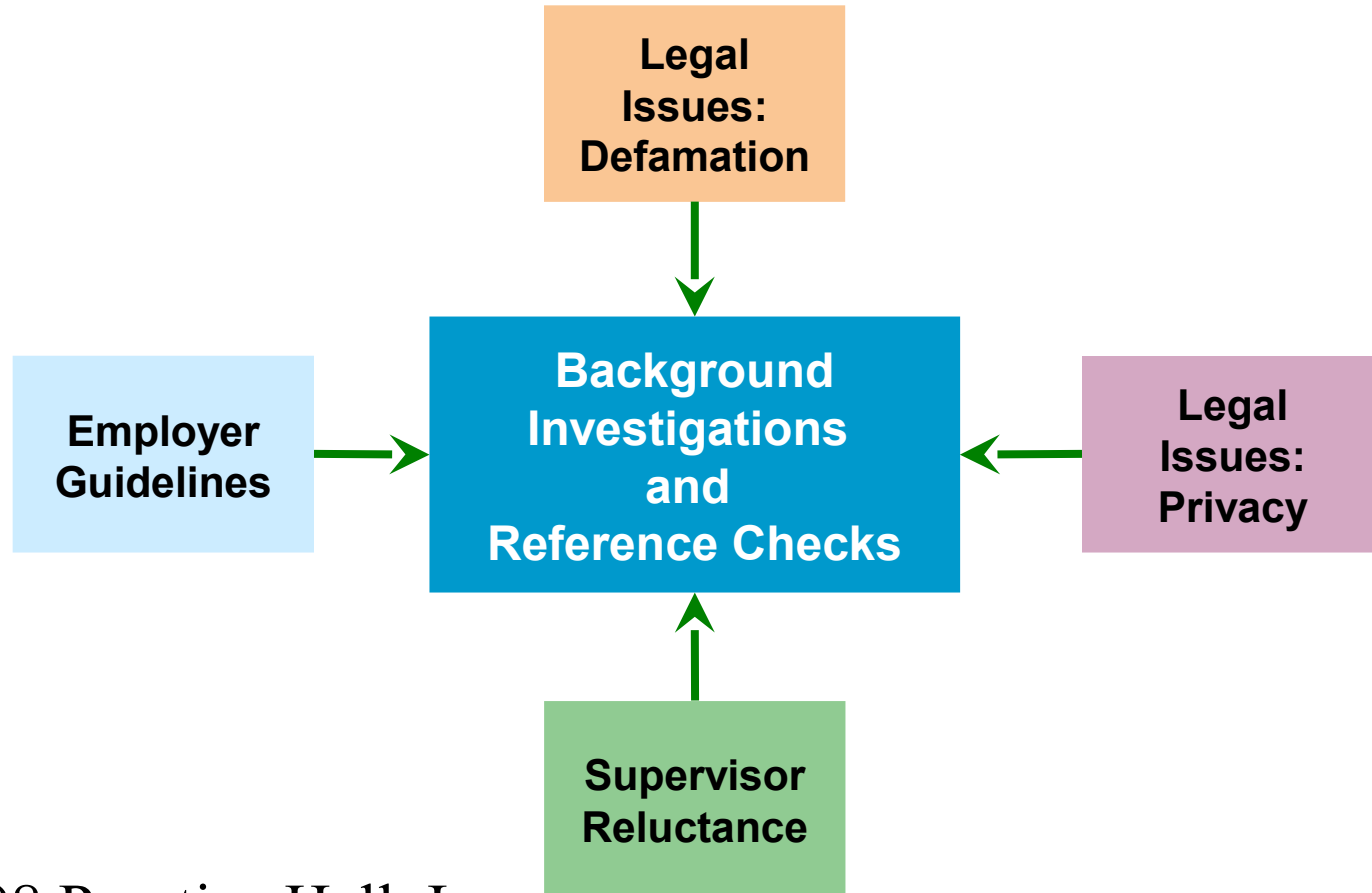
Work Samples and Simulations



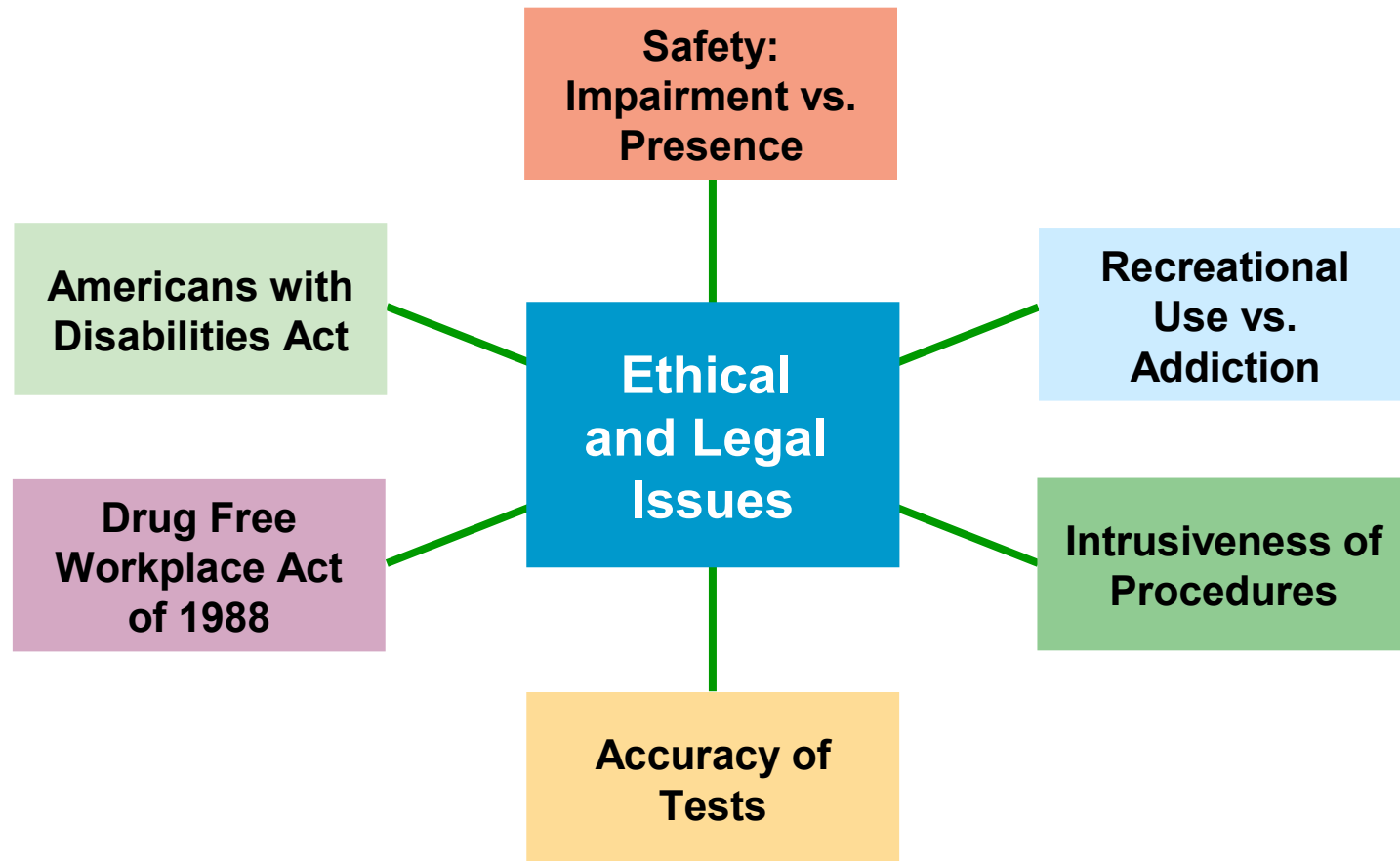
Background Investigations and Reference Checks (cont'd)



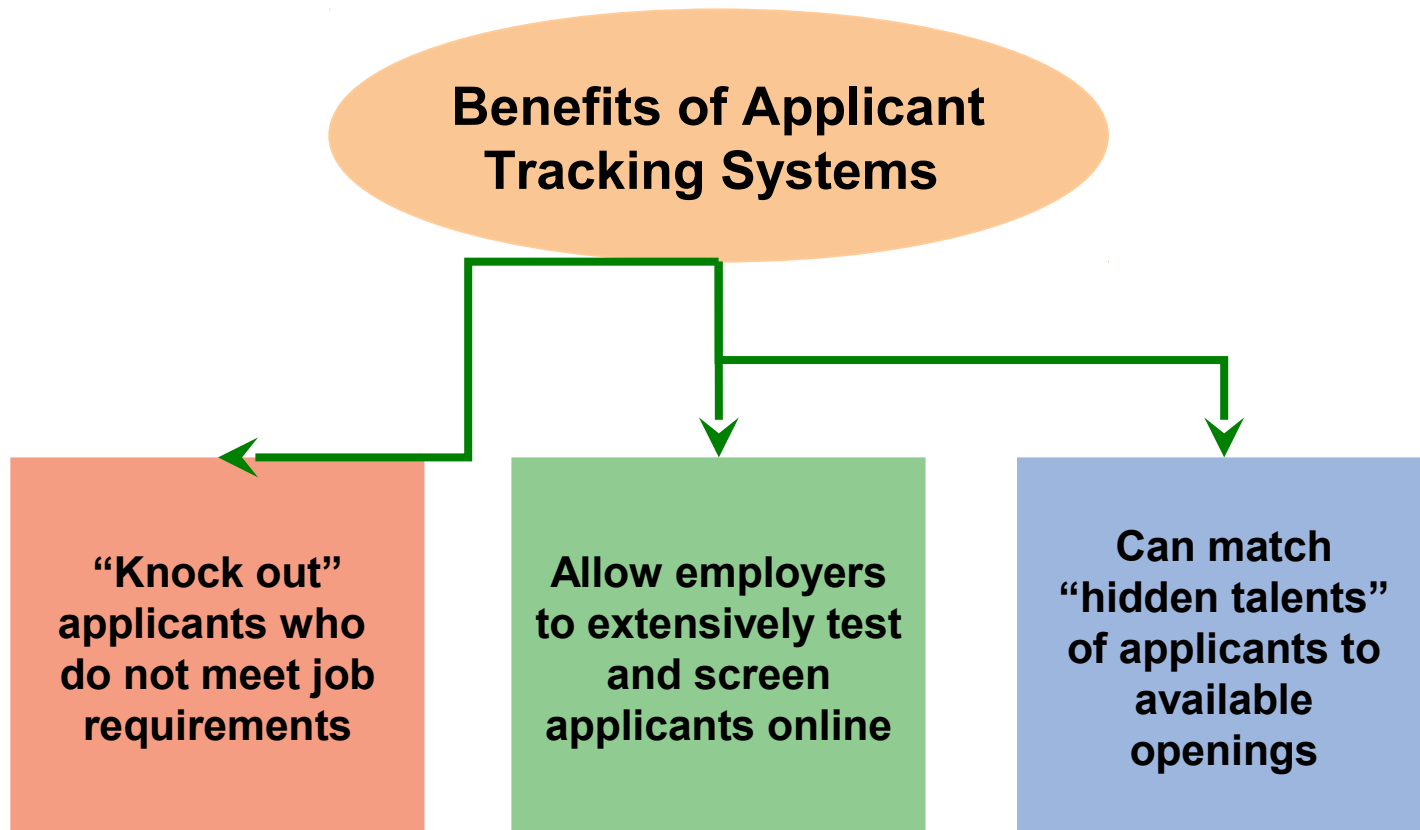
Limitations on Background Investigations and Reference Checks



Substance Abuse Screening (cont'd)



Improving Productivity Through HRIS: Comprehensive Automated Applicant Tracking and Screening Systems



KEY TERMS

negligent hiring

reliability

test validity

criterion validity

content validity

expectancy chart

interest inventory

work samples

work sampling technique

management assessment center

situational test

video-based simulation

miniature job training and evaluation