



Personnel Selection: Adding Value Through People - A Changing Picture, 6th Edition

Mark Cook

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DESCRIPTION

This is a fully updated edition of *Personnel Selection*, a seminal text on the psychometric approach to personnel selection by a noted expert in the field.

- Focuses on cutting-edge topics including the influence of social networking sites, adverse impact, age differences and stereotypes, distribution of work performance, and the problems of selecting new employees using research based on incumbent employees
- Questions established beliefs in the field, especially issues that have been characterized as “not a problem,” such as differential validity, over-reliance on self-report, and “faking good”
- Contains expanded discussion of research and practice in the US and internationally, while maintaining the definitive coverage of UK and European selection approaches
- Provides comprehensive yet accessible information for professionals and students, as well as helpful pedagogical tools (technical and statistical boxes, simplified figures and tables, research agenda boxes, key point summaries, and key references)

ABOUT THE AUTHOR

Mark Cook is Honorary Lecturer in Psychology at Swansea University, UK, and Founder of the Centre for Occupational Research, an occupational psychology consultancy, based in Swansea and London, UK. He has more than 30 years experience as an

occupational psychologist and is widely recognized as an expert in selection. He teaches courses in occupational psychology and personnel selection, and his other research interests include personality and personality assessment. He has published widely in the field and is the author of many books, including *Levels of Personality* (third edition, 2013) and *Psychological Assessment in the Workplace: A Manager's Guide* (Wiley, 2005).

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