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978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

The Psychology of Personnel Selection

This engaging and thought-provoking text introduces the main techniques, theories, research and debates in personnel selection, helping students and practitioners to identify the major predictors of job performance as well as the most suitable methods for assessing them. Tomas Chamorro-Premuzic and Adrian Furnham provide a comprehensive, critical and up-to-date review of the constructs we use in assessing people – intelligence, personality, creativity, leadership and talent – and explore how these help us to predict differences in individuals' performance. Covering selection techniques such as interviews, references, biographical data, judgement tests and academic performance, *The Psychology of Personnel Selection* provides a lively discussion of both the theory behind the use of such techniques and the evidence for their usefulness and validity. *The Psychology of Personnel Selection* is essential reading for students of psychology, business studies, management and human resources, as well as for anyone involved in selection and assessment at work.

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For my father, in the hope that he survives this and many later editions
– TC-P

For Alison, who is particularly talented at personnel selection
– AF

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978-0-521-86829-7 — The Psychology of Personnel Selection
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Frontmatter
More Information

Contents

List of boxes *page* viii
List of figures ix
List of tables xiii
Prologue and acknowledgements xv

Part 1: Methods of personnel selection 1

1 Early, unscientific methods 3
2 The interview 30
3 Letters of recommendation 52
4 Biodata 62
5 Situational judgement tests and GPA 75

Part 2: Constructs for personnel selection 93

6 General mental ability 95
7 Personality traits 124
8 Creativity 175
9 Leadership 191
10 Talent 216

References 235
Index 278

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978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

Boxes

2.1	Aspects of the candidate assessed in an interview	*page* 38
5.1	SJT sample item or 'scenario'	76
5.2	Summary of 1920s–2000s research on SJTs	76
5.3	SJT scoring methods	77
7.1	Situationalism: undermining personality traits	131
7.2	No aversive impact	133
7.3	The polygraph and the quest for an objective personality test	159
7.4	Theft estimates in the workplace	162
10.1	How do you identify your critical talent?	220
10.2	Performance/promotability matrix	223
10.3	Factors contributing to high-flyer performance	227

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Cambridge University Press & Assessment
978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

Figures

1.1 Graphology: what does this say about the candidate's motivation? *page* 5
1.2 Physiognomical interpretations of character 12
1.3 Astrological signs 20
1.4 Ambiguous inkblot stimulus 22
2.1 Percentage of employers using interviews 31
2.2 Five common guidelines for improving the interview 32
2.3 Phases of the interview 34
2.4 Functions of the appraisal interview 35
2.5 Dimensional structure of interviews 36
2.6 How to improve the validity of structured interviews 40
2.7 Validity and reliability 42
2.8 Predictive validity of interviews 43
2.9 Reasons for low validity of job interview 44
2.10 Factors influencing candidate's acceptance of interviews 45
2.11 Perceived fit and employment interview 49
2.12 What do interviewers assess? 50
3.1 Sample reference letter 53
3.2 Percentage of employers using references 53
3.3 Employment Recommendation Questionnaire (ERQ) 54
3.4 Referees' characteristics bias their evaluation of candidates 55
3.5 Distribution of negative and positive references 57
3.6 Improving recommendation letters 58
3.7 Positivity of information and use of examples in reference letters 59
3.8 Evolutionary-based hypotheses regarding reference letters 60
4.1 Percentage of employers using application forms in different countries 63
4.2 Scoring biodata 64
4.3 Biodata correlates of job performance in applicants and incumbents 66
4.4 Validity of elaborative vs non-elaborative biodata items 67

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978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

4.5 Meta-meta-analytic validities for biodata inventories 69
4.6 Meta-analytic validities of biodata across job types 69
4.7 Structure of biodata 71
4.8 Biodata and cognitive ability correlates of job performance 71
4.9 Twelve dimensions of biodata: reliabilities and correlations with impression management 72
4.10 Incremental validity of biodata dimensions 73
4.11 Personality vs biodata as predictors of ethical behaviour 74
5.1 Criterion-related validity of SJTs (McDaniel *et al*.'s 2001 meta-analysis) 78
5.2 Meta-analytic correlations between SJT and intelligence tests (McDaniel *et al*.'s 2001 meta-analysis) 80
5.3 Incremental validity of SJT over personality and intelligence 81
5.4 Achievement in life as a function of earlier academic performance 83
5.5 Erratic effect sizes for GPA as predictor of job performance between 1922 and 1973 85
5.6 Effect sizes for GPA and job performance found in Bretz (1989) 85
5.7 White–black difference in GPA 87
5.8 Meta-analytic validities of GPA as a predictor of job performance and salary 88
5.9 Validity of the MAT predicting academic and occupation success 89
5.10 Intellectual competence as the common source of variability in academic and occupational success 89
6.1 Graphical representation of the hierarchical structure of cognitive abilities identified by John Carroll 96
6.2 Some correlates of Spearman's *g* factor (after Spearman, 1904) 98
6.3 Two examples of Raven-like items 99
6.4 Percentage of employers using aptitude tests in Western Europe (Price Waterhouse Cranfield survey, 1994) 103
6.5 Occupational consequences of IQ 104
6.6 Validity of GMA across occupations in the UK 108
6.7 Validity of GMA across occupations in the EC 110
6.8 Training performance is predicted by GMA rather than specific abilities 113
6.9 Job knowledge mediates the effects of GMA on job performance and ratings 118
7.1 Ability and non-ability determinants of grade point average (GPA) 126
7.2 Ways of assessing personality traits 127

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CAMBRIDGE

Cambridge University Press & Assessment
978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

7.3 Percentage of companies using psychometric tests in Western Europe (Price Waterhouse Cranfield data, 1994) 129
7.4 Behaviour as a function of both personality and the situation 131
7.5 Big Five as universal language of personality 133
7.6 Validity of personality traits across occupations (early meta-analytic evidence) 135
7.7 Validities for ABLE personality traits 136
7.8 Meta-analysis of Big Five predicting objective and subjective work criteria 137
7.9 Personality and job performance in the EC (validities from Salgado's meta-analysis) 138
7.10 Publications related to personality and selection between 1985 and 2005 139
7.11 Structure and facets of Conscientiousness 140
7.12 Structure and facets of Neuroticism 143
7.13 Yerkes–Dodson law 144
7.14 Structure and facets of Extraversion 145
7.15 Structure and facets of Agreeableness 148
7.16 Structure and facets of Openness 149
7.17 Importance of the Big Five as predictors of motivational outcomes 150
7.18 Big Five as predictors of job and life satisfaction 151
7.19 Review of faking 154
7.20 Meta-meta analysis of the Big Five and job performance 156
7.21 Meta-meta analysis of the Big Five and different job outcomes 157
7.22 Meta-meta-analytic estimates of the validities of cognitive ability and personality scales 157
7.23 Validating emotional intelligence as a personality construct: three 'ifs' 166
7.24 Meta-analytic validities for different EI scales (corrected correlations and their SDs) 167
7.25 Aspects of EI that predict work outcomes 168
7.26 Meta-analytic correlations (and their SDs) of EI with the Big Five and GMA 168
7.27 Performance as a function of the person–environment fit 171
7.28 Holland's RIASEC 172
7.29 Individual characteristics integrated into a two-dimensional RIASEC interest circumplex (from Armstrong *et al.*, 2008; reproduced with permission) 173

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CAMBRIDGE

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978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

8.1 Number of articles with 'creativity', 'creative' or 'originality' as keywords in applied journals until 2008 176
8.2 Components of the creative syndrome 177
8.3 Sternberg & Lubart's (1995) model of creativity 178
8.4 Personality facets associated with creativity (organised by the Big Five) 180
8.5 Threshold theory of creativity and intelligence 182
8.6 Biodata correlates of creativity 183
8.7 Amabile's componential model of organisational innovation 185
8.8 Guilford's scoring criteria for divergent thinking tasks 187
8.9 Creativity measures 187
9.1 Leadership-related articles published throughout the years 192
9.2 Approaches to leadership 193
9.3 Validity of intelligence as predictor of different leadership criteria 194
9.4 Stogdill's (1974) leadership traits in Big Five language 199
9.5 Big Five correlates of leadership emergence and effectiveness 201
9.6 Predicating self- and other-rated work criteria by narcissism scores 201
9.7 Early descriptions of leadership styles 202
9.8 Regression of five leadership styles onto five work criteria 207
9.9 Personality traits, transformational leadership and leadership effectiveness 209
9.10 Validity of two management-by-exception and laissez-faire styles at work 210
9.11 Validity of transformational and contingent reward leadership at work 211
9.12 Transformational and contingent reward leadership styles as predictors of occupational criteria across different settings 212
9.13 Effect sizes for gender differences in leadership styles 214
9.14 Zaccaro's integrative model of leadership 215

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Tables

1.1 Two factors underlying graphological scoring *page* 6
1.2 Evaluations of items by sixty-eight personnel managers when presented as a 'personality' analysis 25
1.3 Ratings of the feedback from the 'medical Barnum' 26
2.1 Typical questions asked in an employment interview 34
2.2 Potential qualities assessed by a structured job interview 37
2.3 Potential areas assessed by a structured job interview 38
2.4 Applicant attributes that affect rating bias 47
2.5 Interviewer attributes that affect rating bias 48
2.6 Situational attributes that affect rating bias 48
4.1 Biodata items with elaboration request 67
4.2 Incremental validity of biodata (over personality and cognitive ability) in the prediction of four work outcomes (adapted from Mount *et al*., 2000). 70
5.1 SJTs across the decades 79
6.1 Wonderlic Personnel Test: sample items 101
6.2 GMA across civilian jobs in US Army; simplified adaptation of original source 103
6.3 GMA correlates of job and training performance across various job complexity levels 105
6.4 Other meta-analyses on the validity of GMA since 1980 106
6.5 Ability validities for job and training performance in the UK 107
6.6 Ability validities for job and training performance in the EC 110
6.7 Explanations for practice effects (test score gains) on IQ 121
7.1 Conscientiousness and health-related behaviours (from Bogg & Roberts, 2004, with permission from Roberts, APA copyright) 142
7.2 Task-dependent correlates of Extraversion 146

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978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

9.1 Locke's (1997b) leadership traits 198
9.2 Traits of effective or emergent leaders as identified by past reviews 199
9.3 Leadership styles as defined by the Multifactor Leadership Questionnaire 205
10.1 Most and least important skills and attributes for effective leadership 226

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Cambridge University Press & Assessment
978-0-521-86829-7 — The Psychology of Personnel Selection
Tomas Chamorro-Premuzic , Adrian Furnham
Frontmatter
More Information

Prologue and acknowledgements

If it weren't for the fact that nobody really asked us to do it (and we say this with due apologies to our commissioning editor), writing this book was a bit like doing any other job: its success can be measured in various forms, namely (a) whether it sells well, (b) whether people enjoy it and (c) whether it is somehow useful to others. We have actually tried to address each of these three areas, thus hoping that some of you (perhaps the wealthier public, comprising consultants and businesspeople) will *buy* it, others (perhaps the poorer audience, comprising students, including those wishing to enter the wealthier world of consultancy and business) would *read* it and others (maybe fellow academics in need of a quick quote) would *cite* it. However, given that nobody asked us to do this, we can only regard this book as a hobby, and the main aim of any hobby is that one enjoys doing it and learns something from it. In that sense, this book is already a great success, but we have to admit that with the readers' and buyers' contribution it could be even greater.

We would like to thank Andrew Peart and Cambridge University Press for tolerating the late delivery of our manuscript without putting any pressure at all (wisely knowing that it would make no difference whatsoever). Andrew's proactivity and enthusiasm is living proof to one of the *leitmotivs* of this book, namely that you have to hire the right people for the right job.

Tomas Chamorro-Premuzic
Adrian Furnham
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