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Tomas Chamorro-Premuzic and Adrian Furnham  
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## 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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## 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 *leitmotifs* 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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