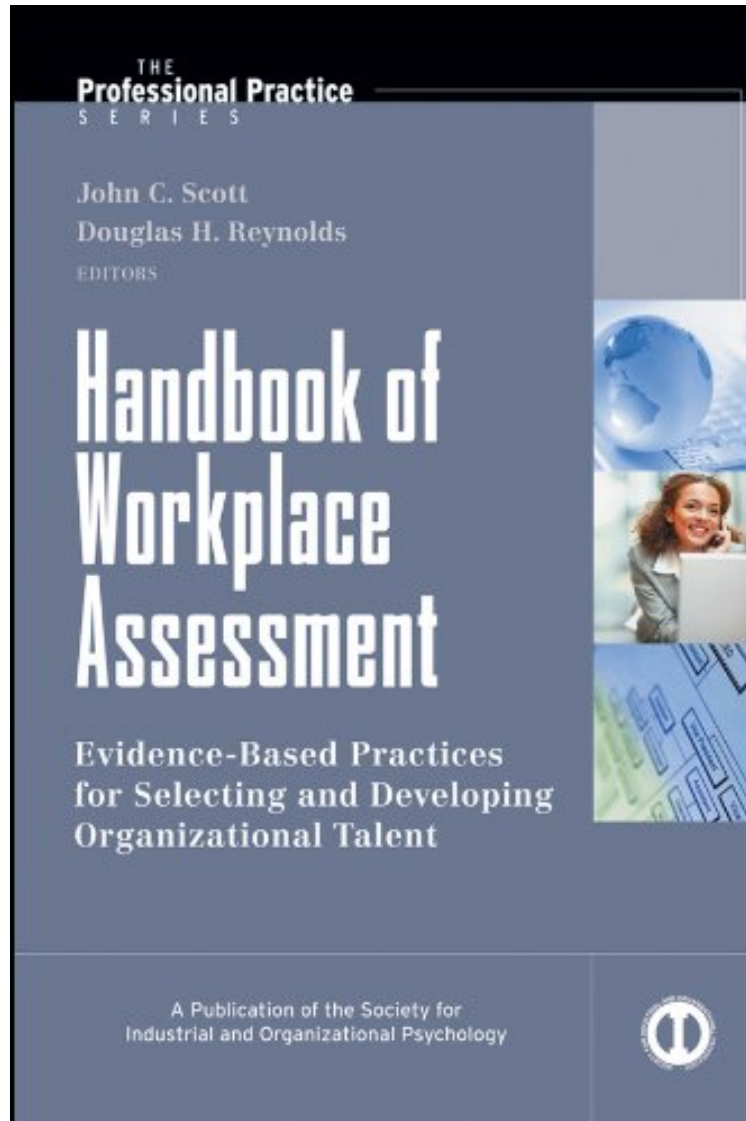


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Handbook of Workplace Assessment (J-B SIOP Professional Practice Series)

John C. Scott, Douglas H. Reynolds
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Given the trend for organizations to streamline their workforces and focus on acquiring and retaining only top talent, a key challenge has been how to use assessment programs to deliver a high-performing workforce that can drive revenues, shareholder value, growth, and long-term sustainability. The Handbook of Workplace Assessment directly addresses this challenge by presenting sound, evidence-based, and practical guidance for implementing assessment processes that will lead to exceptional decisions about people. The chapters in this book provide a wide range of perspectives from a world-renowned group of authors and reflect cutting-edge theory and practice. The Handbook of Workplace Assessment provides the framework for what should be assessed and why and shows how to ensure that assessment programs are of the highest quality reviews best practices for assessing capabilities across a wide variety of positions summarizes key strategic applications of assessment that include succession management, mergers, acquisitions and downsizings, identification of potential, and selection on a global scale highlights advances, trends, and issues in the assessment field including technology-based assessment, the legal environment, alternative validation strategies, flaws in assessment, and the strategic use of evaluation to link assessment to organizational priorities This SIOP Professional Practice Series Handbook will be applicable to HR professionals who are tasked with implementing an assessment program as well as for the users of assessments, including hiring managers and organizational leaders who are looking for direction on what to assess, what it will take, and how to realize the benefits of an assessment program. This Handbook is also intended for assessment professionals and researchers who build, validate, and implement assessments.
From the Back Cover
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About the Author
John C. Scott is chief operating officer and cofounder of APTMetrics, Inc., a global human resource consulting firm that designs sophisticated talent management solutions for Fortune 100 companies and market innovators. He is coeditor of The Human Resources Program--Evaluation Handbook and coauthor of Evaluating Human Resources Programs: A Six-Phase Approach for Optimizing Performance. Douglas H. Reynolds is vice president of assessment technology at Development Dimensions International, where he leads the development and deployment of assessment and testing products. Recently Doug coauthored Online Recruiting and Selection, a book on the integration of technology with personnel selection practices.