

The Organizational Frontiers Series

Adverse Impact

Implications for Organizational
Staffing and High Stakes Selection

Edited by
James L. Outtz

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Adverse Impact Implications For Organizational Staffing And High Stakes Selection

Chester Hanvey, Kayo Sady



Adverse Impact Implications For Organizational Staffing And High Stakes Selection:

Adverse Impact James L. Outtz, 2010-06-10 This text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact Adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race ethnicity gender age religion etc This book shows based on scientific research how to design selection systems that minimize subgroup differences The primary object of this volume in the SIOP series is to bring together renowned experts in this field to present their viewpoints and perspectives on what underlies adverse impact where we are in terms of assessing it and what we may have learned or not learned about minimizing it Adverse Impact Analysis

Scott B. Morris, Eric M. Dunleavy, 2016-12-01 Compliance with federal equal employment opportunity regulations including civil rights laws and affirmative action requirements requires collection and analysis of data on disparities in employment outcomes often referred to as adverse impact While most human resources HR practitioners are familiar with basic adverse impact analysis the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities Employment data are often complicated and can include a broad array of employment actions e g selection pay promotion termination as well as data that span multiple protected groups settings and points in time In the era of big data the HR analyst often has access to larger and more complex data sets relevant to employment disparities Consequently an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses This book brings together the diverse literature on disparity analysis spanning work from statistics industrial organizational psychology human resource management labor economics and law to provide a comprehensive and integrated summary of current best practices in the field Throughout the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies The book provides guidance on all phases of disparity analysis including How to structure diverse and complex employment data for disparity analysis How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection promotion compensation termination and other employment outcomes How to interpret results in terms of both practical and statistical significance Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues **Handbook of Workplace Assessment**

John C. Scott, Douglas H. Reynolds, 2010-06-29 Handbook of Workplace Assessment 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

The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt,2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field

The Oxford Handbook of Recruitment Kang Yang Trevor Yu, PhD,Daniel M. Cable, PhD,2014 This handbook includes the most up to date evidence based and comprehensive coverage of recruitment and retention as written by the top leaders of recruitment research in the world

Facing the Challenges of a Multi-Age Workforce Lisa M. Finkelstein,Donald M. Truxillo,Franco Fraccaroli,Ruth Kanfer,2015-04-10 Facing the Challenges of a Multi Age Workforce examines the shifting economic cultural and technological trends in the modern workplace that are taking place as a result of the aging global workforce Taking an international perspective contributors address workforce aging issues around the world allowing for productive cross cultural comparisons Chapters adopt a use inspired approach with contributors proposing solutions to real problems faced by organizations including global teamwork unemployed youth job obsolescence and over qualification heavy emotional labor and physically demanding jobs and cross age perceptions and communication Additional commentaries from sociologists gerontologists economists and scholars of labor and government round out the volume and demonstrate the interdisciplinary nature of this important topic

Judgment and Decision Making at Work Scott Highhouse,Reeshad S. Dalal,Eduardo Salas,2013-09-05 Employees are constantly making decisions and judgments that have the potential to affect themselves their families their work organizations and on some occasion even the broader societies in which they live A few examples include deciding which job applicant to hire setting a production goal judging one s level of job satisfaction deciding to steal from the cash register agreeing to help organize the company s holiday party forecasting corporate tax rates two years later deciding to report a coworker for sexual harassment and predicting the level of risk inherent in a new

business venture In other words a great many topics of interest to organizational researchers ultimately reduce to decisions made by employees Yet numerous entreaties notwithstanding industrial and organizational psychologists typically have not incorporated a judgment and decision making perspective in their research The current book begins to remedy the situation by facilitating cross pollination between the disciplines of organizational psychology and decision making The book describes both laboratory and more naturalistic field research on judgment and decision making and applies it to core topics of interest to industrial and organizational psychologists performance appraisal employee selection individual differences goals leadership teams and stress among others The book also suggests ways in which industrial and organizational psychology research can benefit the discipline of judgment and decision making The authors of the chapters in this book conduct research at the intersection of organizational psychology and decision making and consequently are uniquely positioned to bridging the divide between the two disciplines

Nepotism in Organizations Robert G. Jones, 2013-06-17 There is a huge elephant in the room organizational decisions are often based on family relationships rather than on the rational approach advocated by many professionals Textbooks on Human Resources Management Organizational Behavior Economics Public Administration and a host of related areas seem to have entirely missed this important aspect of organizational decision making This book seeks to change all of this By clearly identifying and defining nepotism in organizations this book pulls back the curtain on the primary basis for many of the important things that really happen in organizations large and small The authors skillfully weave examples of nepotism in real organizations with the usual scholarly textbook topics hiring leadership employment law career search culture etc in a way that defines an entire new field of quantitative organizational research This new book in SIOP's Organizational Frontiers series represents the first time IO psychologists have looked at the important subject of nepotism in organizations

Memory in Science for Society Robert Logie, Nelson Cowan, Susan Gathercole, Randall Engle, Zhisheng Wen, 2023-03-12 Memory is essential for every day life The understanding and study of memory has continued to grow over the years thanks to well controlled laboratory studies and theory development However major challenges arise when attempting to apply theories of memory function to practical problems in society A theory might be robust in explaining experimental data but fail to capture all that is important when taken out of the lab The good news is that the application of memory in science to challenges in society is rapidly expanding and Memory in Science for Society bridges that gap Inspired by the synergy between theory and application in memory research leading international researchers share their passion for combining memory in science with applications of that science to a wide range of challenges in society Chapters demonstrate how that scientific passion has addressed challenges in education life attainment second language learning remembering life events and faces of strangers future planning and decision making lifespan cognitive development and age related cognitive decline following instructions and assessment and rehabilitation of cognitive impairment following brain damage Written and edited by the leading researchers in the field the book will be an important

and influential addition to the memory literature providing a new and comprehensive focus on the connection between theory and practice in memory and society **Handbook of Employee Selection** James L. Farr, Nancy T. Tippins, 2017-03-27 This second edition of the Handbook of Employee Selection has been revised and updated throughout to reflect current thinking on the state of science and practice in employee selection In this volume a diverse group of recognized scholars inside and outside the United States balance theory research and practice often taking a global perspective Divided into eight parts chapters cover issues associated with measurement such as validity and reliability as well as practical concerns around the development of appropriate selection procedures and implementation of selection programs Several chapters discuss the measurement of various constructs commonly used as predictors and other chapters confront criterion measures that are used in test validation Additional sections include chapters that focus on ethical and legal concerns and testing for certain types of jobs e g blue collar jobs The second edition features a new section on technology and employee selection The Handbook of Employee Selection Second Edition provides an indispensable reference for scholars researchers graduate students and professionals in industrial and organizational psychology human resource management and related fields

The Psychology of Negotiations in the 21st Century Workplace Barry M. Goldman, Debra L. Shapiro, 2012-05-04 The litigation explosion in the 21st century workplace means increasing costs and risks of lawsuits Negotiation appears the attractive alternative to litigation This new volume with contributions from experts in psychology management and other disciplines bridges the gap between management and negotiation research Managers students and researchers interested in the field of negotiation will find this new book in SIOP's Organizational Frontiers series of interest **Human Intelligence** Robert J. Sternberg, 2019-09-19 The most comprehensive up to date and readable textbook on human intelligence written by leading experts in the field **Cultural and Ethnic Diversity** Alexander Thomas, 2018-03-13 Cultural diversity how psychologists can meet the challenges and grasp the opportunities Culture and diversity are both challenge and opportunity This volume looks at what psychologists are and can be doing to help society meet the challenges and grasp the opportunities in education at work and in clinical practice The increasingly international and globalized nature of modern societies means that psychologists in particular face new challenges and have new opportunities in all areas of practice and research The contributions from leading European experts cover relevant intercultural issues and topics in areas as diverse as personality education and training work and organizational psychology clinical and counselling psychology migration and international youth exchanges As well as looking at the new challenges and opportunities that psychologists face in dealing with people from increasingly varied cultural backgrounds perhaps more importantly they also explain and discuss how psychologists can deepen and acquire the intercultural competencies that are now needed in our professional lives **Contemporary Intellectual Assessment** Dawn P. Flanagan, Erin M. McDonough, 2022-12-05 In one volume this authoritative reference presents a current comprehensive overview of intellectual and cognitive assessment with a focus on practical applications

Leaders in the field describe major theories of intelligence and provide the knowledge needed to use the latest measures of cognitive abilities with individuals of all ages from toddlers to adults Evidence based approaches to test interpretation and their relevance for intervention are described The book addresses critical issues in assessing particular populations including culturally and linguistically diverse students gifted students and those with learning difficulties and disabilities in today s educational settings

Practitioner's Guide to Legal Issues in Organizations Chester Hanvey,Kayo Sady,2015-05-26 This highly useful reference outlines best practices in key areas of human resources that are not only fair and equitable but that can withstand legal scrutiny Industrial organizational experts apply their empirical knowledge and practical experience to aspects of HR that are commonly litigated including broad and specific topics in testing of potential employees disability issues compensation and pay equity and work hours The book is written to be accessible to readers currently in HR related graduate level training as well as HR practitioners with or without background in industrial organizational psychology And to add to its utility chapters feature practical strategies for addressing each of the legal issues presented Among the topics covered Measuring adverse impact in employee selection decisions Using background checks in the employee selection process Disabilities best practices for vulnerabilities associated with the ADA Physical abilities testing Wage and hour litigation Clinical psychological testing for employee selection Conducting compensation equity analyses Practitioner s Guide to Legal Issues in Organizations brings clear up to date information to graduate students studying human resources management industrial organizational psychology who are interested in legal issues as well as applied HR practitioners such as industrial organizational psychologists human resources generalists management and labor economists

International Review of Industrial and Organizational Psychology 2012, Volume 27 Gerard P. Hodgkinson,J. Kevin Ford,2012-04-24 Continuing the series tradition of providing scholarly reviews and updates of theory and research this twenty seventh volume surveys developments in established areas such as stress and well being consumer behavior and employee trust as well as newer topics such as methodological issues in the development and evaluation of multiple regression models and an examination of the psychological impact of the physical office environment For advanced students academics and researchers as well as professionals this is the most authoritative and current guide to new developments and established knowledge in the field

Global Human Resource Management Casebook James C. Hayton,2012 This is a collection of business teaching cases focusing on human resource management issues around the world Each case is based in a single country and illustrates one or more significant challenges faced by managers and HR practitioners

Managing Workplace Diversity, Equity, and Inclusion Rosemary Hays-Thomas,2022-09-16 Managing Workplace Diversity Equity and Inclusion bridges the gap between social science theory and research and the practical concerns of those working in diversity equity and inclusion by presenting an applied psychological perspective Using foundational ideas in the field of diversity equity and inclusion as well as concepts in the social sciences this book provides a set of cognitive tools for dealing with situations

related to workplace diversity and applies both classic theories and new ideas to topics such as United States employment law teamwork gender race and ethnicity sexual orientation and other areas Each chapter includes engaging scenarios and real world applications to stimulate learning and help students conceptualize and contextualize diversity in the workplace Intended for upper level undergraduates as well as graduate students this textbook brings together foundational theories with research based and practical real world applications to build a strong understanding of managing diversity equity and inclusion in the workplace This text also has its own companion website which has been designed to give students and instructors a comprehensive look into Workplace Diversity Equity and Inclusion offering case studies practical applications tests and essay questions

Employment Discrimination Stephen J. Vodanovich, 2022 The U S civil court system consists of three levels 1 District Courts Trial Courts 2 Circuit Courts of Appeal appellate courts and 3 the Supreme Court see Figure 1 1 The United States has a total of 94 districts representing distinct geographic regions see Table 1 1 The number of districts varies by state For instance some states have only one district e g Arizona Colorado Delaware while others have multiple districts such as California Florida and Michigan e g Southern District of California Central District of California

Talent Assessment Tracy Kantrowitz, Douglas H. Reynolds, John Scott, 2023 This book reviews the latest advances in technology enabled assessment in the workplace Featuring chapters on key trends and innovations in assessment the volume covers advances in the foundational science of assessment technology related innovations updates to regulations principles and standards and assessment for development Including a variety of case studies that describe talent assessment in action and how organizations of varying sizes develop and implement assessment programs this book is ideal for practitioners and academics in the field

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