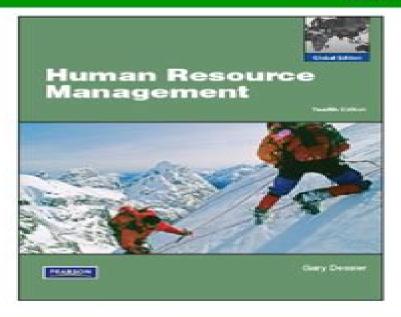
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Global Edition 12e



Chapter 6
Employee Testing
and Selection

Part 2 Recruitment and Placement

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GARY DESSLER

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LEARNING OUTCOMES

- Explain what is meant by reliability and validity.
- Explain how you would go about validating a test.
- Cite and illustrate our testing guidelines.
- Give examples of some of the ethical and legal considerations in testing.
- List eight tests you could use for employee selection and how you would use them.
- Give two examples of work sample/simulation tests.
- Explain the key points to remember in conducting background investigations

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