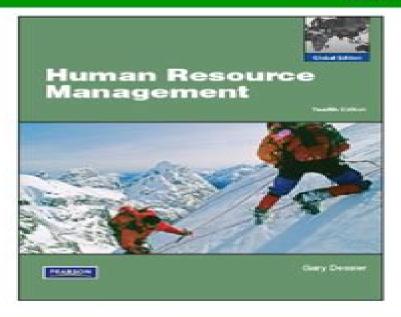
HUMAN RESOURCE MANAGEMENT

Global Edition 12e



Chapter 6
Employee Testing
and Selection

Part 2 Recruitment and Placement

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GARY DESSLER

PowerPoint Presentation by Charlie Cook The University of West Alabama

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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Richard Schwindt

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Table of Contents Dessler Hrm Chapter 6

- 1. Understanding the eBook Dessler Hrm Chapter 6
 - The Rise of Digital Reading Dessler Hrm Chapter 6
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Dessler Hrm Chapter 6
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Dessler Hrm Chapter 6
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Dessler Hrm Chapter 6
 - Personalized Recommendations
 - Dessler Hrm Chapter 6 User Reviews and Ratings
 - Dessler Hrm Chapter 6 and Bestseller Lists
- 5. Accessing Dessler Hrm Chapter 6 Free and Paid eBooks
 - Dessler Hrm Chapter 6 Public Domain eBooks
 - Dessler Hrm Chapter 6 eBook Subscription Services
 - Dessler Hrm Chapter 6 Budget-Friendly Options
- 6. Navigating Dessler Hrm Chapter 6 eBook Formats

- ePub, PDF, MOBI, and More
- Dessler Hrm Chapter 6 Compatibility with Devices
- Dessler Hrm Chapter 6 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - o Adjustable Fonts and Text Sizes of Dessler Hrm Chapter 6
 - Highlighting and Note-Taking Dessler Hrm Chapter 6
 - Interactive Elements Dessler Hrm Chapter 6
- 8. Staying Engaged with Dessler Hrm Chapter 6
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Dessler Hrm Chapter 6
- 9. Balancing eBooks and Physical Books Dessler Hrm Chapter 6
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Dessler Hrm Chapter 6
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Dessler Hrm Chapter 6
 - Setting Reading Goals Dessler Hrm Chapter 6
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Dessler Hrm Chapter 6
 - Fact-Checking eBook Content of Dessler Hrm Chapter 6
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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