



Chapter 6

Employee Testing and Selection

Part 2 Recruitment and Placement

LEARNING OUTCOMES

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

Dessler Hrm Chapter 6

Richard Schwindt



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