



# The Psychology of Personnel Selection

*Tomas Chamorro-Premuzic, Adrian Furnham*

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This engaging and thought-provoking text introduces the main techniques, theories, research and debates in personnel selection, helping students and practitioners to identify the major predictors of job performance as well as the most suitable methods for assessing them. Tomas Chamorro-Premuzic and Adrian Furnham provide a comprehensive, critical and up-to-date review of the constructs we use in assessing people – intelligence, personality, creativity, leadership and talent – and explore how these help us to predict differences in individuals' performance. Covering selection techniques such as interviews, references, biographical data, judgement tests and academic performance, *The Psychology of Personnel Selection* provides a lively discussion of both the theory behind the use of such techniques and the evidence for their usefulness and validity. *The Psychology of Personnel Selection* is essential reading for students of psychology, business studies, management and human resources, as well as for anyone involved in selection and assessment at work.

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