

# Fairness in Personnel Selection: An Organizational Justice Perspective

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# Fairness In Personnel Selection An Organizational Justice Perspective

**Russell Cropanzano, Maureen L.  
Ambrose**



## **Fairness in Personnel Selection An Organizational Justice Perspective:**

Fairness in Personnel Selection Ming Singer, 1993-01-01 This book proposes the application of the theoretical framework of current organizational justice theory to selection fairness research Such an application aims to help fostering the understanding of selection fairness issues from both a procedural and a distributive justice perspective readily distinguishable from the traditional psychometric and utility emphases **The Oxford Handbook of Personnel**

**Assessment and Selection** Neal Schmitt, 2013-12-15 Employee selection has long stood at the practical forefront of industrial organizational psychology Today's social business and economic climates require ongoing adaptations by those who select organizations personnel and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection web based assessments social networking globalization of organizations situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics Comprising chapters from authors in both the private sector and academia this volume is organized into seven parts 1 historical and social context of the field of assessment and selection 2 research strategies 3 individual difference constructs that underlie effective performance 4 measures of predictor constructs 5 employee performance and outcome assessment 6 societal and organizational constraints on selection practice and 7 implementation and sustainability of selection systems While providing a comprehensive review of current research and practice the purpose of this handbook is to provide an up to date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners This compendium is essential reading for industrial organizational psychologists and human resource managers Organisational Justice and Citizenship Behaviour in Malaysia

Hooi Lai Wan, 2015-12-22 This book presents the current state of knowledge concerning developments in organisational behaviour and human capital management in the new millennium It features an in depth study among managerial staff in the manufacturing sector in Malaysia to reflect employee perceptions of organisational justice organisational citizenship behaviour job satisfaction and manager employee exchanges Specifically it seeks to establish the relationships between these constructs to better manage human capital With globalisation and the increased career mobility of young talents organisational citizenship behaviour is of paramount importance in order to retain these workers The study's greatest contribution is its identification of key indicators that influence organisational citizenship behaviour Knowing which type of organisational justice is salient for each construct allows the management to proactively improve conditions at the workplace In essence this book is intended to draw attention to those aspects of managing human capital that ought to receive the most attention but are often overlooked in practice In light of ongoing global challenges it seeks to improve governance at the workplace It offers a valuable resource for researchers and practitioners alike as well as graduate students writing their

dissertations      *The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention* Harold W. Goldstein, Elaine D. Pulakos, Jonathan Passmore, Carla Semedo, 2020-04-06 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In *The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention* an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies      *The Blackwell Handbook of Personnel Selection* Arne Evers, Neil Anderson, Olga Smit-Voskuijl, 2009-02-04 *The Blackwell Handbook of Personnel Selection* provides a state of the art review of theory research and professional practice in the field of selection and assessment Reviews research and practical developments in all of the main selection methods including interviews psychometric tests assessment centres and work sample tests Considers selection from the organization's and the applicant's perspective and covers the use of new technology in selection and adverse impact issues Each section includes contributions from internationally eminent authors based in North America and Europe      *Handbook of Industrial, Work & Organizational Psychology* Neil Anderson, 2001-12-20 The globalized nature of work in the new millennium implies that human resource management psychological theories of personnel and individual behaviour in the workplace have to change and evolve This volume mainly focuses on theories techniques and methods used by industrial and work psychologists A set of internationally renowned authors summarize advances in core topics such as analysis of work work design job performance performance appraisal and feedback workplace counterproductivity recruitment and personnel selection work relevant individual difference variables cognitive ability personality human machine interactions human errors training learning individual development socialization methods and measurement      **Organizational Justice and Human Resource Management** Robert G. Folger, Robert Folger, Russell Cropanzano, 1998-04-09 Why are some acts but not others perceived to be fair How do people who experience unfairness respond toward others held accountable for the unfairness This book reviews the theoretical organizational justice literature and explores how the research on justice applies to various topics in organizational behaviour including personnel selection systems performance appraisal and the role of fairness in resolving workplace conflict *Organizational Justice and Human Resource Management* considers justice in organizations within a new framework Fairness Theory which integrates previous work in this area by focusing on accountability for events with negative impact on material and psychological well being      **A Cultural Perspective of Organizational Justice** Constant D. Beugre, 2007-02-01 This book analyzes the impact of culture on employee justice judgments and reactions to perceptions of fairness and unfairness I start this book with the following two questions Why is a book on culture and organizational justice needed What does such a book add to the extant

literature on organizational justice especially after the publication of the landmark work of Colquitt and Greenberg 2005 Handbook of Organizational Justice Although there are no easy answers to these questions in the following lines I explain the reasons why a book on culture and justice is not only needed but also timely There are at least three reasons for which a book on culture and organizational justice is needed First a book on culture and organizational justice is needed because there are indications that culture exerts very important and wide ranging effects on justice behavior including even generally shaping the likelihood that individuals will experience feelings of injustice James 1993 p 22 Second globalization has led to the interrelatedness of world economies Thus most organizations not only operate in several countries but they also employ people from different nationalities and cultural backgrounds The resulting challenge is to find new ways of managing a culturally diverse workforce Third justice is inherent to any organized social group As examples of social systems organizations are arenas of justice concerns because their members compete for limited resources The resources for which they compete include tangibles such as money but also intangibles such as status power and prestige e g Tajfel Turner 1985 In the following lines I elaborate on the three reasons why a book on culture and organizational justice is needed and timely

*Selection and Recruitment in the Healthcare Professions* Fiona Patterson, Lara Zibarras, 2018-11-11 How we recruit future healthcare professionals is critically important as the demand for high quality healthcare increases across the globe This book questions what the evidence tells us about how best to select those most suited to a career in healthcare ensuring that the approaches used are relevant and fair to all who apply The editors of this collection take a comprehensive look at the latest research surrounding recruitment and selection into healthcare roles Each chapter is authored by leading experts and using international case material the practical implications for workforce policy are explored They review the key stages in designing effective selection systems and discuss how best to evaluate the quality of selection processes Evidence from role analysis studies as well as the effectiveness of different selection methods including aptitude and situational judgment tests personality assessment and interviews are examined Chapters also cover approaches to student selection and recruitment for postgraduate trainees through to senior appointments Finally they highlight contemporary issues in recruitment including the use of technology selecting for values candidate perceptions coaching issues and how best to promote diversity and widening access

Reader's Guide to the Social Sciences Jonathan Michie, 2014-02-03 This 2 volume work includes approximately 1 200 entries in A Z order critically reviewing the literature on specific topics from abortion to world systems theory In addition nine major entries cover each of the major disciplines political economy management and business human geography politics sociology law psychology organizational behavior and the history and development of the social sciences in a broader sense

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

**Handbook of Organizational Justice** Jerald Greenberg, Jason A. Colquitt, 2013-05-13 Matters of perceived fairness and justice run deep in the workplace Workers are concerned about being treated fairly by their supervisors managers generally are interested in treating their direct reports fairly and everyone is concerned about what happens when these expectations are violated This exciting new handbook covers the topic of organizational justice defined as people's perceptions of fairness in organizations The Handbook of Organizational Justice is designed to be a complete current and comprehensive reference chronicling the current state of the organizational justice literature Tracing the development of ideas regarding organizational justice this book introduces the topic of organizational justice from a historical perspective and presents fundamental issues regarding the nature of organizational justice examines the justice judgment process specifically addressing basic psychological processes such as the roles of control self interest morality and trust in the formation of justice judgments discusses the consequences of fair and unfair treatment in the workplace focuses on such key issues as promoting justice in the workplace in ways that help manage stress and the underlying processes that account for the effectiveness of justice applications examines the generalizability of the interaction between process and outcomes and focuses on the notion of cross cultural differences in justice effects and summarizes the state of the science of organizational justice and presents various issues for future research and theorizing This Handbook is useful as a guide for professors and graduate students primarily in the fields of management and psychology It also is highly relevant to professionals in the fields of communication sociology legal studies marketing and human resources management

**The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v** Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging

workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches *Justice in the Workplace* Russell Cropanzano, 2012-10-12 Justice in the Workplace acts as a central reference point for application of organizational justice and helps human resource managers relate the importance of justice to their work environments Forming much of this book's content outcomes processes and interpersonal treatment are three powerful tools for building and maintaining workplace justice In Part I these books are discussed at a theoretical level Part II applies these theories to several issues important to both human resource management and society And Part III looks at organizational justice in the years ahead Compared to the first volume this book will appeal to practitioners and researchers in such applied areas as human resource management industrial organizational psychology and management *Engineering Technology, Engineering Education and Engineering Management* Deyao Tan, 2015-06-25 This volume contains papers presented at the International Conference on Engineering Technologies Engineering Education and Engineering Management ETEEEM 2014 Hong Kong 15-16 November 2014 A wide variety of topics is included in the book Engineering Education Education Engineering and Technology Methods and Learning Mechanism Organisational Psychology Julia Yates, Lara Zibarras, Lynsey Mahmood, 2023-12-01 Organisational Psychology offers an accessible engaging and practical introduction to this fascinating discipline It explores the latest thinking reveals surprising truths about the way we work and explains how to craft a successful and fulfilling career in the field Organisational psychology is a complex and dynamic field that focuses on human behaviour in the workplace and explores how individuals groups and organisations function Structured in three parts the book combines an overview of the field with effective advice on how to become a successful organisational psychologist It offers a deep dive into the British Psychological Society's five core areas of organisational psychology Psychological Assessment at Work Learning Training and Development Leadership Engagement and Motivation Well-being and Work and Work Design Organisational Change and Development Chapters include key academic and theoretical concepts practical applications future directions for the field key learning points and further reading Written by highly qualified experts in the field this text is ideal for both undergraduate and postgraduate students taking programmes or modules in organisational psychology or related topics including work and business psychology and human resources as well as human resources practitioners This text will also be valuable for anyone interested in understanding how organisations function and the best ways to allow individuals and organisations to survive thrive and flourish *Wisdom, Well-Being, Win-Win* Isaac Sserwanga, Hideo Joho, Jie Ma, Preben Hansen, Dan Wu, Masanori Koizumi, Anne J. Gilliland, 2024-04-09 The Three volume set LNCS 14596 14597 and 14598 constitutes the proceedings of the 19th International Conference on Wisdom Well-Being Win-Win iConference 2024 which

was hosted virtually by University of Tsukuba Japan and in presence by Jilin University Changchun China during April 15-26, 2024. The 36 full papers and 55 short papers presented in these proceedings were carefully reviewed and selected from 218 submissions. The papers are organized in the following topical sections: Volume I Archives and Information Sustainability, Behavioural Research, AI and Machine Learning, Information Science and Data Science, Information and Digital Literacy; Volume II Digital Humanities, Intellectual Property Issues, Social Media and Digital Networks, Disinformation and Misinformation, Libraries, Bibliometrics and Metadata; Volume III Knowledge Management, Information Science Education, Information Governance and Ethics, Health Informatics, Human-AI Collaboration, Information Retrieval, Community Informatics, Scholarly Communication and Open Access.

*Comprehensive Handbook of Psychological Assessment, Volume 4* Jay C. Thomas, 2003-09-18. In one volume, the leading researchers in industrial/organizational assessment interpret the range of issues related to industrial/organizational tests, including test development and psychometrics, clinical applications, ethical and legal concerns, use with diverse populations, computerization, and the latest research. Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up-to-date information available on this important aspect of practice.

*The Importance of Organizational Justice in Personnel Selection* Donald M. Truxillo, Dirk D. Steiner, Stephen W. Gilliland, 2004. The purpose of this paper is to examine the usefulness of the organizational justice approach to applicant reactions. We begin with an overview of the research relating the fairness of selection procedures, selection fairness to individual and organizational outcomes. Next, we propose boundary conditions defining when fairness should matter, the appropriate outcomes to examine in applicant reactions research, and methodological issues limiting the contribution of much of the current literature. We then consider a range of questions that remain to be addressed and new issues such as high-tech testing. Finally, we propose a series of applied questions and recommendations based on both theory and empirical research.

*The Oxford Handbook of Justice in the Workplace* Russell Cropanzano, Maureen L. Ambrose, 2015. Offering the most thorough discussion of organizational justice currently available, *The Oxford Handbook of Justice in the Workplace* provides a comprehensive review of empirical and conceptual research addressing this vital topic.



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