

Agreements and Disagreements on the Role of General Mental Ability (GMA) in Industrial, Work, and Organizational Psychology

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General Mental Ability (GMA) has empirical evidence supporting it as a strong predictor of job performance. However, there are agreements and disagreements about the role of GMA in Industrial, Work, and Organizational (IWO) psychology. Some embrace it enthusiastically; some tolerate it; some spend their entire careers looking for ways to minimize the effects of GMA in personnel selection; and, finally, some revile and loath the very concept. The reasons for the divergence vary, and in this special issue of *Human Performance* we brought together leading IWO psychologists and researchers to discuss the potential role of GMA in personnel selection. In this summary, we synthesize, around eight themes, the main points of agreement and disagreements across the contributing authors. The major themes and questions are: (a) predictive value of GMA for real-life outcomes and work behaviors, (b) predictive value of GMA versus specific abilities, (c) the consequences of the criterion problem for GMA validities, (d) is utility evidence for GMA convincing?, (e) are the negative reactions to GMA tests a result of group differences?, (f) is theoretical knowledge of GMA adequate?, (g) is there promise in new methods of testing for GMA?, and (h) what is the current status of non-GMA predictors as substitutes or supplements to GMA?

Arole Of General Mental Ability In Industrial Work And Or

Neal Schmitt



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The Scientific Study of General Intelligence Helmuth Nyborg, 2003-07-11 This book celebrates two triumphs in modern psychology the successful development and application of a solid measure of general intelligence and the personal courage and skills of the man who made this possible Arthur R Jensen from Berkeley University The volume traces the history of intelligence from the early 19th century approaches to the most recent analyses of the hierarchical structure of cognitive abilities and documents the transition from a hopelessly confused concept of intelligence to the development of an objective measure of psychometric g The contributions illustrate the impressive power g has with respect to predicting educational achievement getting an attractive job or social stratification The book is divided into six parts as follows Part I presents the most recent higher stream analysis of cognitive abilities Part II deals with biological aspects of g such as research on brain imaging glucose uptake working memory reaction time inspection time and other biological correlates and concludes with the latest findings in g related molecular genetics Part III addresses demographic aspects of g such as geographic race and sex differences and introduces differential psychological aspects as well Part IV concentrates on the g nexus and relates such highly diverse topics as sociology genius retardation training education jobs and crime to g Part V contains chapters critical of research on g and its genetic relationship and also presents a rejoinder Part VI looks at one of the greatest contemporary psychologists Professor Emeritus Arthur R Jensen as teacher and mentor

The Oxford Handbook of Personnel Psychology Susan Cartwright, Cary L. Cooper, 2008 The field of Personnel Psychology is broadly concerned with the study of individual differences and their consequences for the organization As human resource costs continue for most organizations to be the single largest operating cost 50 80% of annual expenditure achieving optimal performance from individual employees is of paramount importance to the sustained development and financial performance of any organization The Oxford Handbook of Personnel Psychology brings together contributions from leading international scholars within the field to present state of the art reviews on topical and emergent issues constructs and research in personnel psychology The book is divided into six sections DT Individual Difference and Work Performance DT Personnel Selection DT Methodological Issues DT Training and Development DT Policies and Practices DT Future Challenges While the Handbook is primarily a review of current academic thinking and research in the area the contributors keep a strong focus on the lessons for HR practitioners and what lessons they can take from the cutting edge work presented

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

The ^AOxford Handbook of Personnel Assessment and Selection Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual

difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field

Soft Computing Applications Valentina Emilia Balas, Lakhmi C. Jain, Branko Kovačević, 2015-11-02 These volumes constitute the Proceedings of the 6th International Workshop on Soft Computing Applications or SOFA 2014 held on 24-26 July 2014 in Timisoara, Romania. This edition was organized by the University of Belgrade, Serbia, in conjunction with the Romanian Society of Control Engineering and Technical Informatics (SRAIT) Arad Section, The General Association of Engineers in Romania, Arad Section, Institute of Computer Science, Iasi Branch of the Romanian Academy, and IEEE Romanian Section. The Soft Computing concept was introduced by Lotfi Zadeh in 1991 and serves to highlight the emergence of computing methodologies in which the accent is on exploiting the tolerance for imprecision and uncertainty to achieve tractability, robustness, and low solution cost. Soft computing facilitates the use of fuzzy logic, neurocomputing, evolutionary computing, and probabilistic computing in combination, leading to the concept of hybrid intelligent systems. The combination of such intelligent systems tools and a large number of applications introduces a need for a synergy of scientific and technological disciplines in order to show the great potential of Soft Computing in all domains. The conference papers included in these proceedings, published post-conference, were grouped into the following areas of research: Image, Text, and Signal Processing; Intelligent Transportation Modeling and Applications; Biomedical Applications; Neural Network and Applications; Knowledge-Based Technologies for Web Applications; Cloud Computing; Security Algorithms and Computer Networks; Knowledge-Based Technologies; Soft Computing Techniques for Time Series Analysis; Soft Computing and Fuzzy Logic in Biometrics; Fuzzy Applications; Theory and Fuzzy Control; Business Process Management Methods and Applications in Electrical Engineering. The volumes provide useful information to professors, researchers, and graduated students in the area of soft computing techniques and applications as they report new research work on challenging issues.

A Critique of Emotional Intelligence Kevin R. Murphy, 2014-02-25 This book analyzes important criticisms of the current research on Emotional Intelligence (EI), a topic of growing interest in the behavioral and social sciences. It looks at emotional intelligence research and EI interventions from a scientific and measurement perspective and identifies ways of improving the often shaky foundations of our current conceptions of emotional intelligence. With a balanced viewpoint, *A Critique of Emotional Intelligence* includes contributions from leading critics of EI research and practice, e.g., Frank Landy, Mark Schmitz, Chockalingam Viswesvaran, proponents of EI, e.g., Neal Ashkanasy, Catherine Daus, as well as a broad range of well-informed authors. Proponents claim that EI is more important in life than academic intelligence, while opponents claim that there is no such thing as emotional intelligence. Three key criticisms that have been leveled at emotional intelligence include: 1) EI is poorly defined and poorly measured; 2) EI is a new name for familiar constructs that have been studied for decades; and 3) claims about EI are overblown. While the book presents these criticisms, the final section proposes ways of improving EI research and practice with EI theories, tests, and applications.

Handbook of Understanding and Measuring Intelligence

Oliver Wilhelm, Randall W. Engle, 2005 it is extremely useful and contemporary covering among its five hundred pages genetics neuro imaging and emotional intelligence It also provides a good indicator of current psychological work in the area with empirical evidence and theory sitting alongside each other The material on meta cognition would I suspect be of most interest to philosophers along with the more basic questions concerning the nature of memory and intelligence PRACTICAL PHILOSOPHY This volume provides an in depth yet accessible and up to date review of the key topics pertinent to current intelligence research This state of the art summary about our theoretical understanding of human abilities and their measurement is of interest for researchers practitioners and advanced students in psychology education and related disciplines It s a great summary and a good read on a truly important topic Dr Heinz Holling University of Muenster Wilhelm and Engle have compiled a highly informative set of chapters on various topics related to intelligence The chapters describing recent European work will be especially informative for North American readers The work is strengthened by provision of review chapters that keep the reader in sight of the forest rather than the trees Earl Hunt University of Washington Without an informed cognitive understanding of intelligence as a construct the technology of intelligence testing will make little to no progress Psychologists with a more psychometric background need detailed knowledge about the cognitive processes underlying intelligent behavior Likewise psychologists with a more cognitive or experimental background need to make more use of applied knowledge from psychometric research Earl Hunt Without an informed cognitive understanding of intelligence as a construct the technology of intelligence testing will make little to no progress Psychologists with a more psychometric background need detailed knowledge about the cognitive processes underlying intelligent behavior Likewise psychologists with a more cognitive or experimental background need to make more use of applied knowledge from psychometric research The Handbook of Understanding and Measuring Intelligence provides an overview of recent studies on intelligence to help readers develop a sound understanding of results and perspectives in intelligence research In this volume editors Oliver Wilhelm and Randall W Engle bring together a group of respected experts from two fields of intelligence research cognition and methods to summarize review and evaluate research in their areas of expertise The chapters in this book present state of the art examinations of a particular domain of intelligence research and highlight important methodological considerations theoretical claims and pervasive problems in the field The Handbook provides those with a broad interest in individual differences cognitive abilities intelligence educational measurement thinking reasoning or problem solving with a comprehensive description of the status quo and prospects of intelligence research The book is divided into two parts that are intended to build upon and relate to one another Part I the cognitive section explores several theoretical viewpoints on intelligence and Part II the methodological section addresses fundamental statistical problems and pragmatic assessment problems in measuring intelligence Key Features The volume editors provide a general introduction and conclude the book with an integrative epilogue Contributors to this volume are experts in

intelligence with a background in methodology or theory who offer current theoretical perspectives and recent empirical results which are of interest to a broad audience In addition to contributions from U S intelligence experts authors from Europe and Australia provide an international perspective and articulate viewpoints and results not otherwise readily available to an American audience Developments in theory are described with respect to their implications at the measurement level and developments on the methodological level are evaluated with respect to their contribution to the theoretical understanding of intelligence The Handbook is designed for scholars and psychology professionals interested in intelligence cognitive abilities educational testing and measurement reasoning and problem solving It can also be used by advanced undergraduate and graduate students studying intelligence or the psychology of individual differences In addition the Handbook will be a welcome addition to any academic library

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

OECD Skills Outlook 2017 Skills and Global Value Chains OECD, 2017-05-04 The OECD Skills Outlook 2017 shows how countries can make the most of global value chains socially and economically by investing in the skills of their populations

Handbook of Adult Development and Learning Carol Hoare, 2006 Adult development and learning have always existed as two separate fields of study with development falling under psychology and learning under education Recent advances in theory research and practice however have made it clear that an important reciprocal relationship exists between them advances in development frequently lead to learning and conversely learning quite often fuels development The synchronicity between development and learning is responsible for positive changes in many capacities including insight intelligence reflective and meta cognition personality expression interpersonal competence and self efficacy This synchronicity is also leading to the growth of a new discipline at the borders of adult development and learning The Handbook of Adult Development and Learning is the first to bring together the leading scholars from both adult development and learning to explore what will form the foundation for this new discipline the latest research at the intersection of these fields It examines six major aspects of their intersection foundations key areas of integration the self system higher reaches of development and learning essential contexts and specific applications An introductory chapter explains why it is so important to recognize and fuel the growth of this new discipline Subsequent chapters review the latest theoretical and empirical literature and provide a rich itinerary for future research This handbook is a must read for all who promote optimal aging It will be an invaluable reference for scholars in development and education as well as rich resource

for policy makers and practitioners such as corporate executives and human resource personnel

The Role of Individual Differences in Occupational Stress and Well Being Pamela L. Perrewé, Daniel C. Ganster, 2011-08-10 Deals with the examination of occupational stress health and well being with particular emphasis on the multi disciplinary nature of occupational stress This title also examines the role of individual difference in occupational stress health and well being

Career Development and Counseling Steven D. Brown, Robert W. Lent, 2012-06-29 This is a must have for any researcher in vocational psychology or career counseling or anyone who wishes to understand the empirical underpinnings of the practice of career counseling Mark Pope EdD College of Education University of Missouri St Louis past president of the American Counseling Association Today s career development professional must choose from a wide array of theories and practices in order to provide services for a diverse range of clients Career Development and Counseling Putting Theory and Research to Work focuses on scientifically based career theories and practices including those derived from research in other disciplines Driven by the latest empirical and practical evidence this text offers the most in depth far reaching and comprehensive career development and counseling resource available Career Development and Counseling includes coverage of Major theories of career development choice and adjustment Informative research on occupational aspirations job search success job satisfaction work performance career development with people of color and women s career development Assessment of interests needs and values ability and other important constructs Occupational classification and sources of occupational information Counseling for school aged youth diverse populations choice making choice implementation work adjustment and retirement Special needs and applications including those for at risk intellectually talented and work bound youth people with disabilities and individuals dealing with job loss reentry and career transitions Edited by two of the leading figures in career development and featuring contributions by many of the most well regarded specialists in the field Career Development and Counseling Putting Theory and Research to Work is the one book that every career counselor vocational psychologist and serious student of career development must have

The Role of Safety Culture in Preventing Commercial Motor Vehicle Crashes Jeffrey Short, 2007 TRB s Commercial Truck and Bus Safety Synthesis Program CTBSSP Synthesis 14 The Role of Safety Culture in Preventing Commercial Motor Vehicle Crashes explores practices on developing and enhancing a culture of safety among commercial motor vehicle drivers The report also examines suggested steps for increasing a safety culture through a series of best practices

Psychological Management of Individual Performance Sabine Sonnentag, 2003-01-17 Psychological Management of Individual Performance is a unique combination of contributions from an academic and a practitioner for each topic Leading international authors come together in this integrative and comprehensive handbook to combine academic research findings and to provide detailed practice relevant information on subjects such as performance concepts work design cognitive ability and personality as predictors of performance performance appraisal and potential analysis goal setting training mentoring reward systems strategic HRM as

well as broader issues such as well being and organizational culture This Handbook is a valuable resource for researchers academics and advanced students in psychology and related fields as well as consultants practitioners and professionals in HR who want to contribute to the enhancement and maintenance of high individual performance

The Psychology of Personnel Selection Tomas Chamorro-Premuzic, Adrian Furnham, 2010-01-14 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

Handbook of Employee Selection James L. Farr, Nancy T. Tippins, 2013-09-13 The Handbook of Employee Selection provides a comprehensive review of a contemporary personnel selection instruments including the technical methodology for their development and evaluation of their effectiveness b the organizational systems necessary for the effective and efficient use of personnel selection methods as part of organizations human resource management approach and c the societal and organizational factors that provide the context within which personnel selection is nested The Handbook will include descriptions of specific examples of personnel selection procedures that have had major impact on the development of personnel selection function within organizations as well as discussions of current and future trends in employee selection around the world

The Truth About Managing Effectively (Collection) Cathy Fyock, Martha I. Finney, Stephen P. Robbins, Leigh Thompson, 2013-06-25 A brand new collection of state of the art management skills and techniques Master today s most valuable management skills Get hundreds of bite size easy techniques for hiring collaboration motivation negotiation and much more Moving into management Moving up in management To compete and succeed you need today s best skills for managing motivating and collaborating with others That s exactly what you ll find in this extraordinary 4 book package Build a great team with Cathy Fyock s The Truth About Hiring the Best discover how to identify the best reach them recruit them and choose among them Cathy Fyock presents 53 bite size easy to use hiring techniques for finding hidden sources of talent making great people want to work for you asking the right questions listening for the right answers hiring like your organization s future depends on it because it does Next get the best from the people you have with the latest version of Martha Finney s classic The Truth About Getting the Best from People Finney s expanded and improved Second Edition offers 60 proven principles for achieving employee engagement

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The Role of Cybersecurity in the Industry 5.0 Era Christos Kalloniatis,2025-02-26 In the Industry 5 0 era technology and human innovation converge to redefine industries and societies bringing unprecedented opportunities and challenges Central to this transformation is cybersecurity the essential foundation for protecting digital assets ensuring trust and enabling sustainable progress This book delves into the evolving role of cybersecurity offering insights to help stakeholders navigate this dynamic landscape This book is structured into 14 chapters and four thematic sections each addressing a core aspect of cybersecurity s interplay with Industry 5 0 These themes reflect the multidimensional nature of cybersecurity challenges and the collaborative solutions required to address them effectively Whether you are a technologist policymaker academic or business leader this book offers valuable perspectives to help you identify the potential cybersecurity challenges that will be raised in the Industry 5 0 era

The Truth About Managing People Stephen Robbins,2012-10-09 In the Third Edition of the bestselling book *The Truth About Managing People* bestselling author Stephen Robbins shares even more proven principles for handling virtually every management challenge Robbins delivers 61 real solutions for the make or break problems faced by every manager Readers will learn how to overcome the true obstacles to teamwork why too much communication can be as dangerous as too little how to improve your hiring and employee evaluations how to heal layoff survivor sickness how to manage a diverse culture and ways to lead effectively in a digital world New truths include how to nurture friendly employees forget about age stereotypes first impressions count be a good citizen techniques for managing a diverse age group and ethical leadership among others

Personality and Intelligence at Work Adrian Furnham,2008-03-19 Examines the increasingly controversial role of individual differences in predicting and determining behaviour at work

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