

# GRA 2235 Recruitment, Training and Development

View Online



---

Blume, B.D. et al. (2010) 'Transfer of Training: A Meta-Analytic Review.', *Journal of Management*, 36, pp. 1065–1105. Available at:  
<http://jom.sagepub.com/content/36/4/1065.full.pdf+html>.

Colquitt, J.A., LePine, J.A. and Noe, R.A. (2000) 'Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research.', *Journal of Applied Psychology*, 85(5), pp. 678–707. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2000-03966-003&site=ehost-live>.

Cortina, J.M. and Luchman, J.N. (2013) 'Personnel selection and employee performance', in *Industrial and organizational psychology*. 2nd ed. Hoboken, N.J.: John Wiley & Sons, Inc, pp. 143–183. Available at:  
<https://ebookcentral.proquest.com/lib/bilibrary/reader.action?docID=918177&ppg=163>.

Dudley, N.M. et al. (2006) 'A meta-analytic investigation of conscientiousness in the prediction of job performance: Examining the intercorrelations and the incremental validity of narrow traits.', *Journal of Applied Psychology*, 91(1). Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2006-00819-005&site=ehost-live>.

Edmondson, A.C. and Lei, Z. (2014) 'Psychological Safety: The History, Renaissance, and Future of an Interpersonal Construct', *Annual Review of Organizational Psychology and Organizational Behavior*, 1(1), pp. 23–43. Available at:  
<https://doi.org/10.1146/annurev-orgpsych-031413-091305>.

Fisher, C.D., Schoenfeldt, L.F. and Shaw, J.B. (2006) 'Job analysis: Concepts Procedures and Choices', in *Human resource management*. 6th ed. Boston: Houghton Mifflin, pp. 136–176.

Grant, A.M. (2011) 'How customers can rally your troops', *Harvard Business Review*, 89(6), pp. 96–103. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=60782936&site=ehost-live>.

Huffcutt, A.I. et al. (2001) 'Identification and meta-analytic assessment of psychological constructs measured in employment interviews.', *Journal of Applied Psychology [Preprint]*, (5). Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2001-18662->

008&site=ehost-live.

Judge, T.A. et al. (2013) 'Hierarchical representations of the five-factor model of personality in predicting job performance: Integrating three organizing frameworks with two theoretical perspectives.', *Journal of Applied Psychology* [Preprint], (6). Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2013-31562-001&site=ehost-live>.

Judge, T.A. and Zapata, C.P. (2015) 'The Person-Situation Debate Revisited: Effect of Situation Strength and Trait Activation on the Validity of the Big Five Personality Traits in Predicting Job Performance', *Academy of Management Journal*, 58(4), pp. 1149–1179. Available at: <http://search.ebscohost.com.ezproxy.library.bi.no/login.aspx?direct=true&db=bth&AN=108801057&site=ehost-live>.

Koch, A.J., D'Mello, S.D. and Sackett, P.R. (2015) 'A meta-analysis of gender stereotypes and bias in experimental simulations of employment decision making.', *Journal of Applied Psychology*, 100(1). Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2014-21414-001&site=ehost-live>.

Kozlowski, S.W.J. and Ilgen, D.R. (2006) 'Enhancing the Effectiveness of Work Groups and Teams', *Psychological Science in the Public Interest*, 7(3), pp. 77–124. Available at: <https://doi.org/10.1111/j.1529-1006.2006.00030.x>.

Levashina, J. et al. (2014) 'The Structured Employment Interview: Narrative and Quantitative Review of the Research Literature', *Personnel Psychology*, 67(1), pp. 241–293. Available at: <https://doi.org/10.1111/peps.12052>.

McDaniel, M.A. et al. (1994) 'The validity of employment interviews: A comprehensive review and meta-analysis.', *Journal of Applied Psychology* [Preprint], (4). Available at: <https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1995-03663-001&site=ehost-live>.

Mesmer-Magnus, J. and Viswesvaran, C. (2010) 'The role of pre-training interventions in learning: A meta-analysis and integrative review', *Human Resource Management Review*, 20(4), pp. 261–282. Available at: <https://doi.org/10.1016/j.hrmr.2010.05.001>.

Meyerson, D.E. and Scully, M.A. (1995) 'Tempered Radicalism and the Politics of Ambivalence and Change.', *Organization Science*, 6, pp. 585–600. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=4435597&site=ehost-live>.

Mondy, R.W. and Mondy, J.B. (2013a) 'Recruitment', in *Human resource management*. 13th ed., Global ed. Harlow: Pearson, pp. 130–153. Available at: <https://ebookcentral-proquest-com.ezproxy.library.bi.no/lib/bilibrary/reader.action?ppg=131&docID=5138454&tm=1537449108631>.

Mondy, R.W. and Mondy, J.B. (2013b) 'Selection', in *Human resource management*. 13th ed., Global ed. Harlow: Pearson, pp. 154–185. Available at: <https://ebookcentral-proquest.com/lib/bilibrary/reader.action?ppg=155&docID=51384>

54&tm=1537449020010.

Roth, P.L. et al. (1996) 'Meta-analyzing the relationship between grades and job performance.', *Journal of Applied Psychology*, 81(5), pp. 548–556. Available at: <https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1997-41278-008&site=ehost-live>.

Roth, P.L. et al. (2005) 'Personality Saturation in Structured Interviews', *International Journal of Selection and Assessment*, 13(4), pp. 261–273. Available at: <https://doi.org/10.1111/j.1468-2389.2005.00323.x>.

Salgado, J.F. et al. (2003) 'A Meta-Analytic Study of General Mental Ability Validity for Different Occupations in the European Community.', *Journal of Applied Psychology*, 88(6), pp. 1068–1081. Available at: <https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2003-09785-008&site=ehost-live>.

Salgado, J.F., Anderson, N. and Tauriz, G. (2015) 'The validity of ipsative and quasi-ipsative forced-choice personality inventories for different occupational groups: A comprehensive meta-analysis', *Journal of Occupational and Organizational Psychology*, 88(4), pp. 797–834. Available at: <https://doi.org/10.1111/joop.12098>.

Salgado, J.F. and Moscoso, S. (2002) 'Comprehensive meta-analysis of the construct validity of the employment interview', *European Journal of Work and Organizational Psychology*, 11(3), pp. 299–324. Available at: <https://doi.org/10.1080/13594320244000184>.

Schmidt, F.L. and Hunter, J. (2004) 'General Mental Ability in the World of Work: Occupational Attainment and Job Performance.', *Journal of Personality and Social Psychology*, 86(1), pp. 162–173. Available at: <https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2003-11198-011&site=ehost-live>.

Schmidt, F.L. and Hunter, J.E. (1998) 'The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings.', *Psychological Bulletin*, 124(2), pp. 262–274. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1998-10661-006&site=ehost-live>.

Sonenshein, S. (no date) 'Treat employees as resources, not resistors', in *How to be a positive leader: small actions, big impact*. San Francisco: Berrett-Koehler, pp. 136–146. Available at: <https://ebookcentral.proquest.com/lib/bilibrary/reader.action?ppg=89&docID=1565989&tm=1508591338067>.

Spector, P. (no date) 'Training', in *Industrial and organizational psychology: research and practice*. 6th ed. Hoboken, N.J.: Wiley, pp. 161–183.

Stasser, G. and Titus, W. (1985) 'Pooling of unshared information in group decision making: Biased information sampling during discussion.', *Journal of Personality and Social Psychology*, 48(6), pp. 1467–1478. Available at:

<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1985-28037-001&site=ehost-live>.

Tharenou, P., Saks, A.M. and Moore, C. (2007) 'A review and critique of research on training and organizational-level outcomes', *Human Resource Management Review*, 17(3), pp. 251-273. Available at: <https://doi.org/10.1016/j.hrmr.2007.07.004>.

Viswesvaran, C., Schmidt, F.L. and Ones, D.S. (2005) 'Is There a General Factor in Ratings of Job Performance? A Meta-Analytic Framework for Disentangling Substantive and Error Influences.', *Journal of Applied Psychology*, Vol 90(1), Jan, 2005, 90(1), pp. 108-131. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2004-22497-008&site=ehost-live>.

Voskuijl, O.F. (2005) 'Job analysis: Current and future perspectives', in *The Blackwell handbook of personnel selection*. Malden, Mass: Blackwell, pp. 27-46. Available at: <https://ebookcentral.proquest.com./lib/bilibrary/reader.action?docID=233005&ppg=49>.

Weick, K.E. and Quinn, R.E. (1999) 'Organizational change and development.', *Annual Review of Psychology*, 50(1). Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=1776889&site=ehost-live>.