

# GRA 2235 Recruitment, Training and Development

[View Online](#)

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

Colquitt, Jason A., Jeffrey A. LePine, and Raymond A. Noe. 'Toward an Integrative Theory of Training Motivation: A Meta-Analytic Path Analysis of 20 Years of Research.' *Journal of Applied Psychology* 85.5 (2000): 678–707. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2000-03966-003&site=ehost-live>>.

Cortina, Jose M., and Joseph N. Luchman. 'Personnel Selection and Employee Performance'. *Industrial and Organizational Psychology*. 2nd ed. v. 12. Hoboken, N.J.: John Wiley & Sons, Inc, 2013. 143–183. Web.  
<<https://ebookcentral.proquest.com/lib/bilibrary/reader.action?docID=918177&ppg=163>>.

Dudley, Nicole M. et al. '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 (2006): n. pag. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2006-00819-005&site=ehost-live>>.

Edmondson, Amy C., and Zhike Lei. 'Psychological Safety: The History, Renaissance, and Future of an Interpersonal Construct'. *Annual Review of Organizational Psychology and Organizational Behavior* 1.1 (2014): 23–43. Web.

Fisher, C. D, L. F. Schoenfeldt, and J. B. Shaw. 'Job Analysis: Concepts Procedures and Choices'. *Human Resource Management*. 6th ed. Boston: Houghton Mifflin, 2006. 136–176. Print.

Grant, Adam M. 'How Customers Can Rally Your Troops'. *Harvard Business Review* 89.6 (2011): 96–103. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=60782936&site=ehost-live>>.

Huffcutt, Allen I. et al. 'Identification and Meta-Analytic Assessment of Psychological Constructs Measured in Employment Interviews.' *Journal of Applied Psychology* 5 (2001): n. pag. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2001-18662-008&site=ehost-live>>.

Judge, T. A., and C. P. Zapata. '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 (2015): 1149-1179. Web.  
<<http://search.ebscohost.com.ezproxy.library.bi.no/login.aspx?direct=true&db=bth&AN=108801057&site=ehost-live>>.

Judge, Timothy A. et al. '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* 6 (2013): n. pag. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2013-31562-001&site=ehost-live>>.

Koch, Amanda J., Susan D. D'Mello, and Paul R. Sackett. 'A Meta-Analysis of Gender Stereotypes and Bias in Experimental Simulations of Employment Decision Making.' *Journal of Applied Psychology* 100.1 (2015): n. pag. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2014-21414-001&site=ehost-live>>.

Kozlowski, Steve W.J., and Daniel R. Ilgen. 'Enhancing the Effectiveness of Work Groups and Teams'. *Psychological Science in the Public Interest* 7.3 (2006): 77-124. Web.

Levashina, Julia et al. 'The Structured Employment Interview: Narrative and Quantitative Review of the Research Literature'. *Personnel Psychology* 67.1 (2014): 241-293. Web.

McDaniel, Michael A. et al. 'The Validity of Employment Interviews: A Comprehensive Review and Meta-Analysis.' *Journal of Applied Psychology* 4 (1994): n. pag. Web.  
<<https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1995-03663-001&site=ehost-live>>.

Mesmer-Magnus, Jessica, and Chockalingam Viswesvaran. 'The Role of Pre-Training Interventions in Learning: A Meta-Analysis and Integrative Review'. *Human Resource Management Review* 20.4 (2010): 261-282. Web.

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

Mondy, R. W., and J. B. Mondy. 'Recruitment'. *Human Resource Management*. 13th ed., Global ed. Harlow: Pearson, 2013. 130-153. Web.  
<<https://ebookcentral-proquest-com.ezproxy.library.bi.no/lib/bilibrary/reader.action?ppg=131&docID=5138454&tm=1537449108631>>.

---. 'Selection'. *Human Resource Management*. 13th ed., Global ed. Harlow: Pearson, 2013. 154-185. Web.  
<<https://ebookcentral-proquest-com/lib/bilibrary/reader.action?ppg=155&docID=5138454&tm=1537449020010>>.

Roth, Philip L., Craig A. BeVier, et al. 'Meta-Analyzing the Relationship between Grades and Job Performance.' *Journal of Applied Psychology* 81.5 (1996): 548-556. Web.  
<<https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1997-4127>>

8-008&site=ehost-live>.

Roth, Philip L., Chad H. Iddekinge, et al. 'Personality Saturation in Structured Interviews'. *International Journal of Selection and Assessment* 13.4 (2005): 261–273. Web.

Salgado, Jesús F. et al. 'A Meta-Analytic Study of General Mental Ability Validity for Different Occupations in the European Community.' *Journal of Applied Psychology* 88.6 (2003): 1068–1081. Web.  
<<https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2003-09785-008&site=ehost-live>>.

Salgado, Jesús F., Neil Anderson, and Gabriel Tauriz. '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 (2015): 797–834. Web.

Salgado, Jesus F., and Silvia Moscoso. 'Comprehensive Meta-Analysis of the Construct Validity of the Employment Interview'. *European Journal of Work and Organizational Psychology* 11.3 (2002): 299–324. Web.

Schmidt, Frank L., and John Hunter. 'General Mental Ability in the World of Work: Occupational Attainment and Job Performance.' *Journal of Personality and Social Psychology* 86.1 (2004): 162–173. Web.  
<<https://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2003-11198-011&site=ehost-live>>.

Schmidt, Frank L., and John E. Hunter. 'The Validity and Utility of Selection Methods in Personnel Psychology: Practical and Theoretical Implications of 85 Years of Research Findings.' *Psychological Bulletin* 124.2 (1998): 262–274. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1998-10661-006&site=ehost-live>>.

Sonenshein, S. 'Treat Employees as Resources, Not Resistors'. *How to Be a Positive Leader: Small Actions, Big Impact*. San Francisco: Berrett-Koehler. 136–146. Web.  
<<https://ebookcentral.proquest.com/lib/bilibrary/reader.action?ppg=89&docID=1565989&tm=1508591338067>>.

Spector, P. 'Training'. *Industrial and Organizational Psychology: Research and Practice*. 6th ed. Hoboken, N.J.: Wiley. 161–183. Print.

Stasser, Garold, and William Titus. 'Pooling of Unshared Information in Group Decision Making: Biased Information Sampling during Discussion.' *Journal of Personality and Social Psychology* 48.6 (1985): 1467–1478. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=1985-28037-001&site=ehost-live>>.

Tharenou, Phyllis, Alan M. Saks, and Celia Moore. 'A Review and Critique of Research on Training and Organizational-Level Outcomes'. *Human Resource Management Review* 17.3 (2007): 251–273. Web.

Viswesvaran, Chockalingam, Frank L. Schmidt, and Deniz S. Ones. '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 (2005): 108–131. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2004-22497-008&site=ehost-live>>.

Voskuijl, O. F. 'Job Analysis: Current and Future Perspectives'. *The Blackwell Handbook of Personnel Selection. Handbooks in management*. Malden, Mass: Blackwell, 2005. 27–46. Web.  
<<https://ebookcentral.proquest.com./lib/bilibrary/reader.action?docID=233005&ppg=49>>.

Weick, Karl E., and Robert E. Quinn. 'Organizational Change and Development.' *Annual Review of Psychology* 50.1 (1999): n. pag. Web.  
<<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=1776889&site=ehost-live>>.