Shell Industrial Aptitude Battery Preparation Guide

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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

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this book represents the most current thinking in the field and is a requirement for any serious professional or academician in industrial and organizational psychology

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assessment has come under the spotlight in post apartheid south africa the employment equity act passed in 1998 places the onus on test users to ensure that they are using valid and reliable measures in a fair and unbiased way with all employees and groups this book is an introduction to assessment of benefit to both students and practitioners

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the aim of this textbook is to help students understand the construction and use of tests in psychological educational and employment settings the goal is to make psychological testing and assessment an interesting and important field of study this revision not only updates information throughout the text but also strengthens the coverage of several key issues such as the methodological aspects of testing and the research on and theories of intelligence also greater emphasis has been placed on applications of psychological testing in education clinical and industrial organizational settings

this text presents basic concepts in tests and assessment and contribute to a more intelligent understanding and use of psychological and educational tests

thirteen articles by leading researchers known for their innovative work in applied industrial psychology provides students and practitioners with practical systematic guidance on how to develop essential instruments for personnel assessment career planning promotion decisions and training evaluation a case example shows each step in action

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