



Applied Measurement: Industrial Psychology in Human Resources Management

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An updated version of Deborah Whetzel and George Wheaton's earlier volume, this text is a well-organized sourcebook for fundamental practices in industrial psychology and human resources management. *Applied Measurement* describes the process of job analysis and test development with practical examples and discusses various methods for measuring job performance. Its primary purpose is to provide practical, systematic guidance on how to develop the various kinds of measurement instruments frequently used in the fields of industrial psychology and human resources management to assess personnel.

With easy to follow guidance written in straightforward language, Applied Measurement contains three new chapters focusing on training and experience measures, assessment centers, and methods for defending the content validity of tests; includes contributions from many prominent researchers in the field, all of whom have had a great deal of applied experience; begins each chapter with an overview describing the job analysis or measurement method; and uses one job, that of an electrician, as an example throughout the book so that readers can easily understand how to apply job analysis data for the purposes of test development and job performance measurement.

This practical, concise book is recommended for students and entry-level practitioners in the fields of industrial psychology and human resources.

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