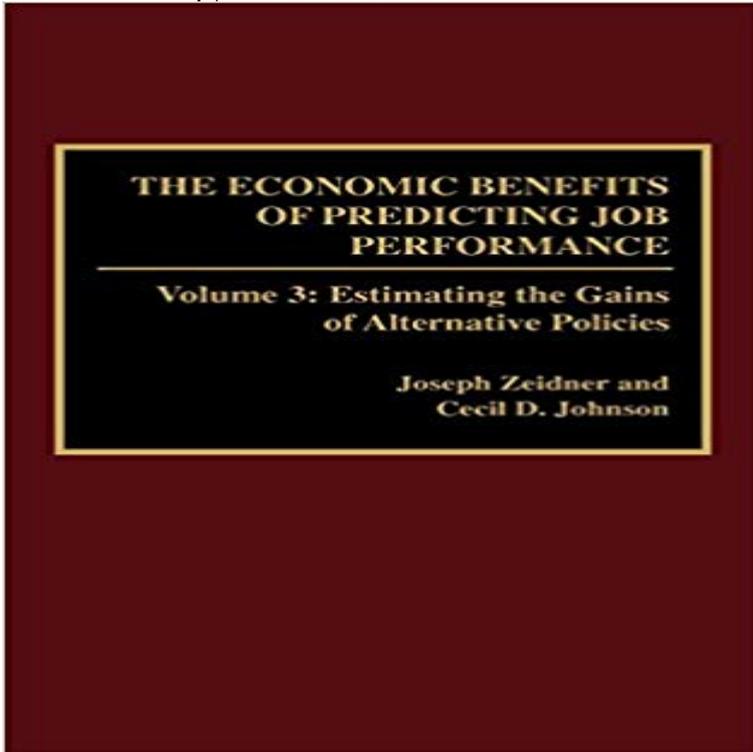


# The Economic Benefits of Predicting Job Performance: Volume 3: Estimating the Gains of Alternative Policies



Designed as a comprehensive text for advanced courses in personnel selection and classification, the three volumes that comprise The Economic Benefits of Predicting Job Performance take a different approach than that taken in most previous works on the subject. While most texts focus on selection and psychological measurement to the exclusion of classification, these volumes summarize the major theories and research findings in both areas and provide a thorough treatment of classification processes. This is the first text providing more than a chapter on classification since Cronbach and Gelsers historic work in 1965. Joseph Zeidner and Cecil D. Johnson discuss the central topics involved in the practical prediction of job performance, including validity and utility models and research strategies and designs. Based on their analysis, they introduce a new theory, the differential assignment theory, and illustrate the mathematical principles that govern its use in personnel classification. Throughout, the authors are concerned with the realistic applications of specific procedures to maximize both selection and classification efficiency. This volume begins with an overview describing the major issues and highlighting important findings and conclusions. Volume 3 looks at the specific case of the Army and asks whether the dollar utility of the Armys personnel classification system can be improved substantially and, if so, how? The authors present the results of their extensive research into the Armys current system and conclude by offering suggestions for improvement based on their findings. This volume concludes with a glossary and list of references.

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