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the field of psychometrics has a long and varied tradition across the social sciences a range of academics have sought to understand human consciousness more fully by statistical testing our abilities personalities attitudes and beliefs but perhaps the area where psychometric techniques have had most impact on contemporary society is in employee recruitment where a range of psychometric tests have become common place professor peter saville is one of the pioneers of adapting psychometric testing to the field of occupational psychology and human resource management in a career of nearly 40 years his work has been adopted by hundreds of public and private organizations assessing the suitability of prospective candidates through a range of questionnaires and tests in this anthology of his work including both keynote conference address and journal papers

saville provides a masterly overview of the field of psychometrics and the key issues and questions that it raises an ideal companion for any student or researcher of hrm occupational or organizational psychology or applied psychology in general peter saville s selected works represent the thinking of one of the most influential psychologists of our time

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this classic authoritative introduction to psychological testing is widely hailed for its broad coverage and its ability to cover graduate school topics in terms that one with little testing experience can understand this book familiarizes the reader with the basics of test construction and prepares the reader to effectively evaluate different tests choose tests for particular purposes and individual examines and interpret scores properly

the use of tests as part of job selection and assessment procedures has now become routine most candidates can expect to face a battery of tests including those which identify a person s aptitude for a particular job how to pass advanced aptitude tests is aimed at those applying for positions of increased responsibility where the selection procedures can be even more rigorous it will familiarise you with the types of test you may face so that through practice you will improve your scores this second edition now includes detailed explanations with every answer to ensure that you learn and gain the most out of the practice tests also featuring personality and career analysis and an occupational index and career agenda planner how to pass advanced aptitude tests shows you which career path might be the right one for you and assesses whether you are currently in the right job

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