Book review for the Psychologist – Book Reference 194

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Tomas Chamorro-Premuzic, & Adrian Furnham (2010) The Psychology of Personnel Selection. Cambridge University Press.

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 **Title: A Good Selection**

When I first flicked through the book I was rather worried to see it began by discussing Graphology, which many of us understand to have low validity – however I was reassured when I settled down to read it fully as the chapter title was ‘Early Unscientific Methods’. Although you may question why a chapter is dedicated to methods we should *not* be using in selection, I felt that this was worthwhile, as there are many organisations still using such methods and the arguments against are very clearly made. After a full discussion of the use of different forms of interview, chapters analysing the use of letters of recommendation, biodata, situational judgement tests and GPA (academic performance) very clearly explain best practice and issues of reliability and validity.

Part 2 considers the constructs used in the area including general mental ability, and the uses and abuses of personality traits. Chapters on Creativity, Leadership, and Talent enable understanding of the application of selection practices in organisations, where HR staff are often asked to ensure that employees have ‘leadership qualities’ or that the organisation should have’ talent management’, yet frequently there is little understanding of what these mean.

The book includes a number of very useful tables and figures, along with a comprehensive index. The research discussed includes US, UK and other European studies, and a strongly critical evaluation of the concepts discussed. I was so impressed that I have made it a core text for our own selection and assessment module.