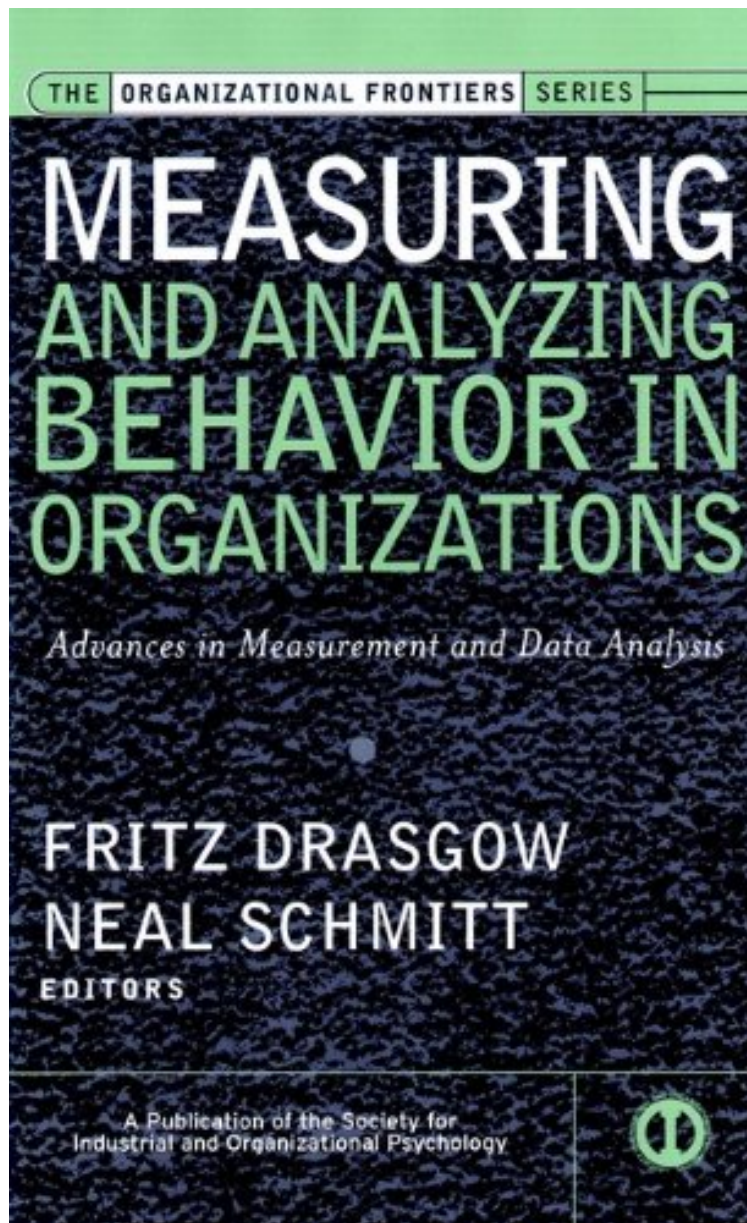


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By shopperI am an I/O doctoral student and this book is a must read. It offers excellent insight and research. I recommend to HR and I/O professionals as well as any student interested in measuring and analyzing human behavior (not just I/O). Full of useful advice, current research and hundreds of pages of support for the use of metrics in the workplace.

Measuring and Analyzing Behavior in Organizations brings together the latest advances in measurement and data analysis, providing accessible, current discussions of measurement, applied statistics, research methods, and data analysis. The book details the range of problems that can be addressed with these new approaches, answering the more complex questions with sophisticated analyses that can extract more information from the data than simpler methods. The contributors provide workable solutions to many previously intractable problems, including those that require measuring change, studying person-environment fit, understanding the effects of error, and more.

"This is an excellent book that most of us will find useful." (Personnel Psychology, Spring 2003)
From the Inside Flap
Rapid advances in measurement theory and methods for data analysis have occurred over such a broad front that it is virtually impossible to keep up on the most current information by reading original journal articles. As the material learned in graduate school quickly becomes dated, how do researchers and practitioners stay alert to new developments in the field without spending countless hours poring over many highly technical journal articles?
Measuring and Analyzing Behavior in Organizations brings together the latest advances in measurement and data analysis, providing accessible, current discussions of measurement, applied statistics, research methods, and data analysis. The book details the range of problems that can be addressed with these new approaches, answering the more complex questions with sophisticated analyses that can extract more information from the data than simpler methods. The contributors provide workable solutions to many previously intractable problems, including those that require measuring change, studying person-environment fit, understanding the effects of error, and more. The book is structured to maximize ease of understanding, with special care taken to add explanations and clarifications, explain difficult concepts in ways more easily understood, and provide examples to illustrate methods of analysis. Each chapter is broken down into five major parts, including descriptions of 1) the method and assumptions about data that must be satisfied to use the analysis appropriately, 2) the types of problems that one can or should address with the approach being discussed and what advantages the approach holds, 3) the limitations of the method, 4) an example that highlights the manner in which the method should be used, and 5) information on computer software and instructional materials. Researchers, students, and practitioners who want to update themselves on analyses and measurement methods will find this book to be an invaluable tool. Most important, Measuring and Analyzing Behavior in Organizations will make recent developments in psychometrics and statistics accessible to all professionals who do not necessarily read or understand the basic literature in these areas.
From the Back Cover
Researchers and practitioners looking for new or updated methods of measurement and data analysis must often spend a great deal of time tracking down and reading technical articles from a wide variety of journals devoted to these topics. Now, this fifteenth volume in the Society for Industrial and Organizational Psychology's Organizational Frontiers Series fills the gap in the literature by providing readable, up-to-date discussions of many of the most important areas of measurement and data analysis. In each chapter, the expert authors provide descriptions of the types of problems that can or should be addressed with the approach, a description of the limitations of the method, and an instructive example that illustrates the advantages of the approach and highlights the way it should be used. Most important, Measuring and Analyzing Behavior in Organizations allows substantive researchers to learn about recent developments without having to spend countless hours reading highly technical books and articles. Contributors to Measuring and Analyzing Behavior in Organizations include: Paul D. Bliese Michael Borenstein David Chan Richard P. DeShon Fritz Drasgow Jeffrey R. Edwards Barbara B. Ellis David A. Harrison Charles Hulin Charles E. Lance Karen Locke Michael A. McDaniel Roger E. Millsap Andrew G. Miner Julie B. Olson-Buchanan Nambury S. Raju Neal Schmitt Steven Paul Reise Hannah R. Rothstein Steven T. Seitz Robert J. Vandenberg Niels G. Waller Michael J. Zickar