



Assessment Center Perspectives for Talent Management Strategies: 2nd Edition

By George C. Thornton III, Deborah E. Rupp, Brian J. Hoffman



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Written by three leading scholars with vast experience in the science and practice of assessment centers (ACs), this is the first volume to comprehensively integrate variations of the assessment center method with alternative talent management strategies. A useful reference guide, it examines the many ways in which organizations can apply the assessment center method to achieve their talent management goals. It provides balanced and in-depth coverage of theory, research, and practice pertaining to the dimension-, task-, and multifaceted-perspectives on the AC method. Ideal for researchers, practitioners, and students alike, and well suited for courses in testing and measurement, personnel selection, HR planning and staffing, training and development, and organizational change, *Assessment Center Perspectives for Talent Management Strategies* is a complete and up-to-date account of the assessment center method.



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Editorial Review

Review

"*Assessment Center Perspectives for Talent Management Strategies* is the most comprehensive book about assessment center methodology ever written. It explores what is happening now and what to expect in the future. It is a must-read guide for current users and people considering adopting assessment center methods."?William C. Byham, Ph.D., Chairman & CEO, Development Dimensions International, Inc.

"A truly valuable book which adds to the growing body of literature on assessment centers by introducing the concept of 'focal constructs' and attempts to tackle the thorny issue of how different talent management strategies influence the purpose and design of the assessment center by highlighting the differing interpretations of 'talent management.' Throughout, this book is a rich source of well-founded evidence, providing advice for practitioners and advocating new avenues for further research." –Nigel Povah, CEO, Assessment & Development Consultants, Ltd, UK

"This comprehensive and useful book introduces readers to recent thinking and research on dimension, task, and hybrid-based approaches to assessment center design. But beyond this, we also see a broad treatment of the assessment center method supporting talent management in selection, promotion, diagnosis, and development of human capital. The book is a great resource for students, researchers, and practitioners concerned with ACs and human resource management in organizations."?Walter C. Borman, Personnel Decisions Research Institutes, Inc., and University of South Florida, USA

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