CONTENTS

List of Figures	viii
List of Tables	ix
About the Editors	\mathbf{X}
List of Contributors	xi
Introduction SUSAN CARTWRIGHT AND CARY L. COOPER PART I INDIVIDUAL DIFFERENCES AND WORK PERFORMANCE	1
MIND WORK I LIKE ORIVITATIOL	5
1. Intelligence and Cognitive Abilities at Work ADRIAN FURNHAM	7
2. Emotional Intelligence: Rhetoric or Reality? Peter J. Jordan, Neal M. Ashkanasy, and Catherine S. Daus	37
3. Modeling the Influence of Personality on Individuals at Work: A Review and Research Agenda JEFF W. JOHNSON AND SARAH A. HEZLETT	59
4. Leadership: Current Assessment and Future Needs IAIN L. DENSTEN	93
5. A Personality Approach to Entrepreneurship Andreas Rauch and Michael Frese	121
PART II PERSONNEL SELECTION	137
6. Job Analysis and Competency Modeling Olga F. Voskuijl and Arne Evers	139

7.	Validity of Selection Procedures NEAL SCHMITT AND JESSICA FANDRE	163
8.	The Effective Interview Melinda Blackman	194
9.	Current Theory and Practice of Assessment Centers: The Importance of Trait Activation Filip Lievens, Liesbet De Koster, and Eveline Schollaert	215
10.	The Advantages and Disadvantages of On-line Testing Dave Bartram	234
PA	ART III METHODOLOGICAL ISSUES	261
11.	Models and Methods for Evaluating Reliability and Validity Kevin R. Murphy	263
12.	Advances in Training Evaluation Research J. KEVIN FORD AND RUCHI SINHA	291
13.	Job Performance Measurement: The Elusive Relationship Between Job Performance and Job Satisfaction Stephen A. Woods	317
PA	ART IV TRAINING AND DEVELOPMENT	341
14.	Cross-cultural Differences in Personnel Psychology Peter B. Smith	343
15.	Selection and Training for Work Adjustment and Adaptability BERYL HESKETH AND BARBARA GRIFFIN	366
16.	The Influence of Organizational Politics on Performance Appraisal Gary P. Latham and Silvia Dello Russo	388
PA	ART V POLICIES AND PRACTICES	411
17.	Flexible Working Arrangements: From Work–Life to Gender Equity Policies Suzan Lewis and Ian Roper	413
18.	Sex and Race Discrimination in Personnel Decisions LAURA M. GRAVES AND GARY N. POWELL	438