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use assessment instruments in any context It includes explanations tips case studies and suggestions to help practitioners get the most out of their HR testing Those in charge of recruiting and selecting new staff face a decision making process that needs to be responsible in its implementation and to produce a positive and wide ranging outcome The cost of a wrong selection decision has been estimated to be anywhere between one and a half times and five times the salary of the job in question Studies have shown that appropriate assessment tools enhance the chances of making good selection and recruitment decisions Testing is also important to the HR practitioner in a variety of other contexts including team building change management and ongoing organisational needs Good practice and appropriate use of tests are as vital to these areas as they are in the selection and recruitment of staff **Hospice Education Program for Nurses: Facilitator manual** The Effects of Standardized Testing T. Kelleghan, George F. Madaus, P.W. Airasian, 2012-12-06 When George .1981 Bernard Shaw wrote his play Pygmalion he could hardly have foreseen the use of the concept of the self fulfilling prophecy in debates about standardized testing in schools Still less could be have foreseen that the validity of the concept would be examined many years later in Irish schools While the primary purpose of the experimental study reported in this book was not to investigate the Pygmalion effect it is inconceivable that a study of the effects of standardized testing conceived in the 1960s and planned and executed in the 1970s would not have been influenced by thinking about teachers expectations and the influence of test information on the formation of those expectations While our study did pay special attention to teacher expectations its scope was much wider It was planned and carried out in a much broader framework one in which we set out to examine the impact of a standardized testing program not just on teachers but also on school practices students and students parents

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