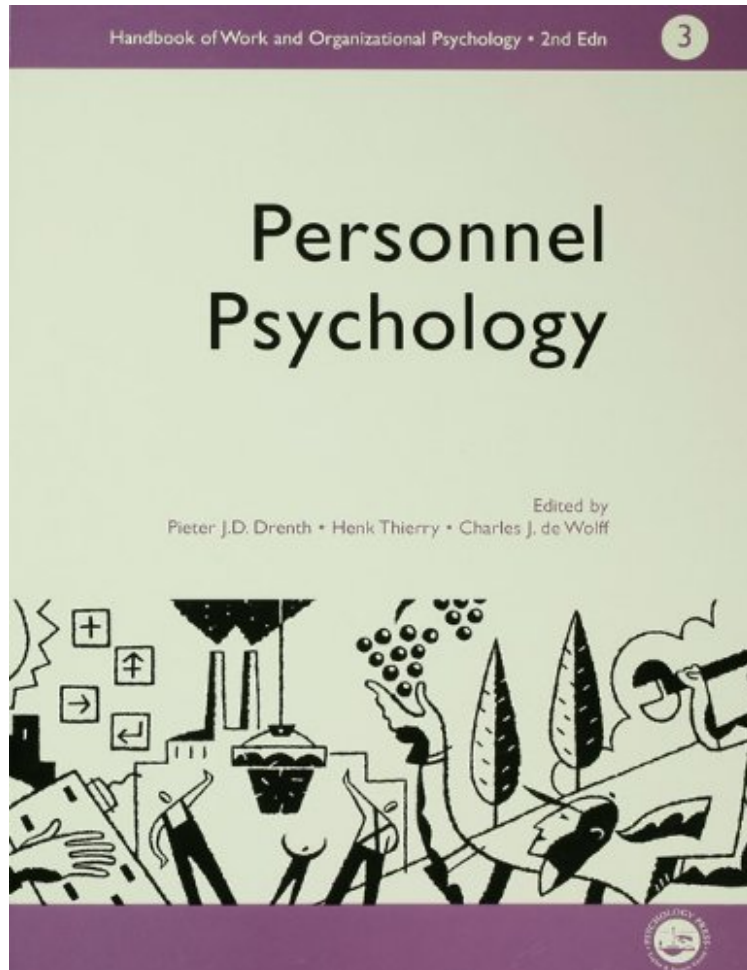


A Handbook of Work and Organizational Psychology: Volume 3: Personnel Psychology

Charles De Wolff

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Personnel Psychology (or Human Resource Management) examines individual differences and their consequences for the organization. Attention is paid to choice processes, abilities and capabilities, needs and need fulfilment, commitment, selection methods, career development, appraisal and training. The focus of personnel psychology is the satisfactory relationship between the employee and the organization, and takes in all the elements influencing this relationship ranging from the traditional area of personnel selection to recent considerations, such as conflict between

client demands and government regulations, restriction of output, job evaluation practices, and industrial unrest.