

Developing Organizational Simulations

A Guide for Practitioners and Students

George C. Thornton, III
Rose A. Mueller-Hanson

Developing Organizational Simulations A Guide For Practitioners And Students

**Dustin Wood, Stephen J. Read, P.D.
Harms, Andrew Slaughter**



Developing Organizational Simulations A Guide For Practitioners And Students:

Developing Organizational Simulations George C. Thornton III, Deborah E. Rupp, Rose A. Mueller-Hanson, Rose Hanson, 2003-10-17 This book provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations. Simulation exercises present the examinee with descriptions of complex situations that stimulate aspects of real world settings and problems. Examinees are required to demonstrate overt behavior in handling the problems presented. The process and/or products of this behavior are observed by trained assessors who observe behavior, classify behaviors into relevant dimensions, and evaluate effectiveness. Simulations can provide assessments of abilities, skills, and competencies not readily measured by other testing techniques. *Developing Organizational Simulations* provides practical guidance for defining the attributes to be assessed, constructing the stimulus material, and designing methods for administration and scoring. Several different situational exercises are presented, including business games, leaderless group discussions, in-basket exercises, one-on-one interaction simulations, and case studies presentations. Steps to ensure the reliability, validity, and legal defensibility of assessments from simulations are described. In addition, the book presents the use of simulation exercises for the purposes of personnel selection, training, development, and certification. Professional standards and guidelines relevant to the construction of simulation exercises are also covered.

Developing Organizational Simulations George C. Thornton, 2004

Developing Organizational Simulations George C. Thornton III, Rose A. Mueller-Hanson, Deborah E. Rupp, 2017-03-27 This second edition of *Developing Organizational Simulations* provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations. Incorporating new additions such as the multiple ways technology can be used in the design, delivery, scoring, and evaluating of simulation exercises, as well as the delivery of feedback based on the results, this book is user friendly with practical how-to guidance, including many graphics, boxes, and examples. This book is ideal for practitioners, consultants, HR specialists, students, and researchers in need of guidance developing organizational simulations for personnel selection, promotion, diagnosis, training, or research. It is also suited for courses, workshops, and training programs in testing and measurement, personnel selection, training, and development, and research methodology.

The Power of Team-based Simulations in Educational Systems Orly Shapira-Lishchinsky, 2023-07-05 Shapira Lishchinsky suggests a new educational policy to reduce educational gaps elicited from the COVID-19 pandemic and other crises, toward routine enhancing the capacity of mid-level leaders to deal with equality gaps through mentoring by team-based simulation.

Strategic Workforce Planning Marc B. Sokol, Beverly A. Tarulli, 2024 This volume provides an overview of strategic workforce planning (SWP) covering best practices across organization types, geographies, and methodologies, and addressing new directions in the field. As well as discussing changes in the workforce and workplace due to global disruptions like the COVID

19 pandemic and the impact of quickly evolving technologies this book re examines what SWP is and can be how it is conducted and what impact it can have on individual organizations and beyond *Measuring and Modeling Persons and Situations* Dustin Wood, Stephen J. Read, P.D. Harms, Andrew Slaughter, 2021-06-23 *Measuring and Modeling Persons and Situations* presents major innovations and contributions on the topic promoting deeper integration cross pollination of ideas across diverse academic disciplines and the facilitation of the development of practical applications such as matching people to jobs understanding decision making and predicting how a group of individuals will interact with one another The book is organized around two overarching and interrelated themes with the first focusing on assessing the person and the situation covering methodological advances and techniques for inferring and measuring characteristics and showing how they can be instantiated for measurement and predictive purposes The book s second theme presents theoretical models conceptualizing how factors of the person and situation can help us understand the psychological dynamics which underlie behavior the psychological experience of fit or congruence with one s environment and changes in personality traits over time Identifies technologies for measuring and predicting behavior Infers behavior causes from personality and or situational variables Utilizes big data machine learning and modeling to understand behavior Includes mobile phone social media and wearable tech usage analysis Explores the stability of personality over time Considers behavior analysis to treat maladaptive behavior

Positive Psychological Intervention Design and Protocols for Multi-Cultural Contexts Llewellyn Ellardus Van Zyl, Sebastiaan Rothmann Sr., 2019-06-11 This volume presents innovative and contemporary methodologies and intervention protocols for the enhancement of positive psychological attributes in multicultural professional and organizational contexts Most methods models and approaches that underpin positive psychological interventions are confined to clinical samples closed systems or monocultural contexts which restrict their applicability to particular contexts Extensive practical intervention protocols designs and methods which usually accompany first draft intervention papers are condensed into brief paragraphs in final manuscripts or removed in their entirety This in turn reduces their potential for replicability or adoption by consumers practitioners or industry This volume develops guidelines for enhancing positive psychological attributes such as positive moods e g positive affect life satisfaction strengths e g gratitude humour cognitions e g hope optimism and behaviours e g emotional regulation positive relationship building within various multicultural contexts Thereby it shows how positive psychology interventions can be replicated to a wide range of contexts beyond those in which they were developed

Research in Personnel and Human Resources Management Joseph J. Martocchio, Hui Laio, 2009-07-13 Features papers designed to promote theory and research on important substantive and methodological topics in the field of human resources management **Book Review Index Cumulation** Dana Ferguson, 2005-09 Book Review Index provides quick access to reviews of books periodicals books on tape and electronic media representing a wide range of popular academic and professional interests The up to date coverage wide scope and inclusion of citations for both newly published and older

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In a global driven by information and connectivity, the power of words has are more evident than ever. They have the capacity to inspire, provoke, and ignite change. Such is the essence of the book **Developing Organizational Simulations A Guide For Practitioners And Students**, a literary masterpiece that delves deep in to the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall effect on readers.

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