

EXTERNAL STAFFING

ASSUMPTION: organizations want to hire people according to their probability of success & not according to chance.

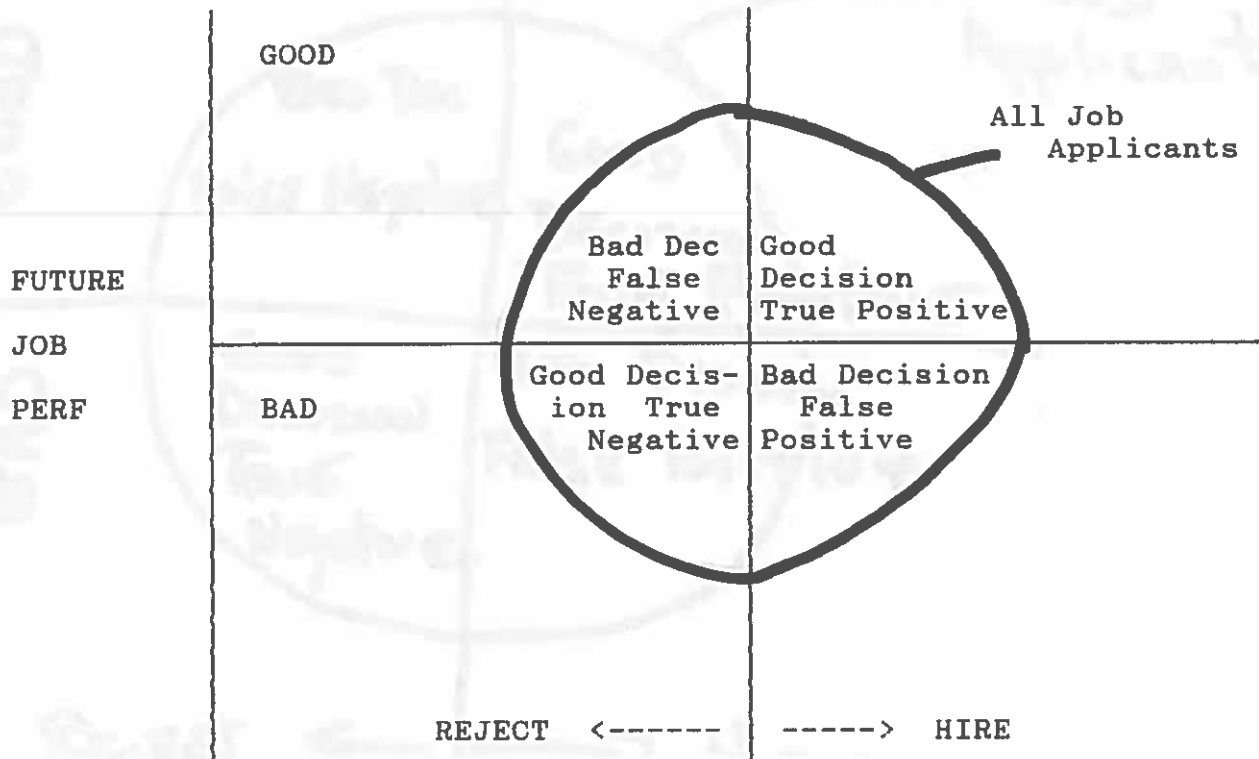
DISCRIMINATION: Exists when persons with an equal probability of success, have an unequal probability of being chosen.

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 False positive- hired person who does a bad job.

False negative- failure to hire a person who would have done a good job, example is Tony Zandajas.

Good decision- hire person

Good decision- don't hire the person



PREDICTOR OF SUCCESS

of
 Predictor
 of
 Success