Content overview

List of abbreviations —— XXI

List of figures —— XXIII

1 Introduction —— 1

2 Research-practice gap in personnel selection: the current state of implementation of scientific findings —— 26

3 Rational-analytical quality in selecting and hiring candidates —— 46

4 Intuition and human decision-making —— 151

5 Intuition in personnel selection processes —— 253

6 How to measure and operationalize intuition —— 295

7 Acceptance of analytics and intuition in the process of diagnosing talent in different cultures —— 307

8 Digital technologies and artificial intelligence (AI): implications for using intuition and analytics in personnel selection —— 357

9 Learning and developing rational-analytical and intuitive competencies —— 394

10 Implementation of a holistic personnel selection approach —— 430

References —— 495

Index —— 575