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As a scientific and scholarly field, personnel selection owes much to psychometric theory and the art of integrating selection systems falls to human resource professionals. Much of the US research on selection is conducted by members of the Society for Industrial and Organizational Psychology (SIOP).

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Personnel selection is the methodical process used to hire individuals. Although the term can apply to all aspects of the process the most common meaning focuses on the selection of workers. In this respect, selected prospects are separated from rejected applicants with the intention of choosing the person who will be the most successful and make the most valuable contributions to the organization. Its effect on the group is discerned when the selected accomplish their desired impact to the group.

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The impact of personnel selection on people and organizations is crucial. So too are the means used to evaluate performance subsequently. Starting with an overview of the classic psychological variables among individuals, matched against different job-related competencies, this study goes on to discuss quality standards in selection, interview techniques and job analysis.

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