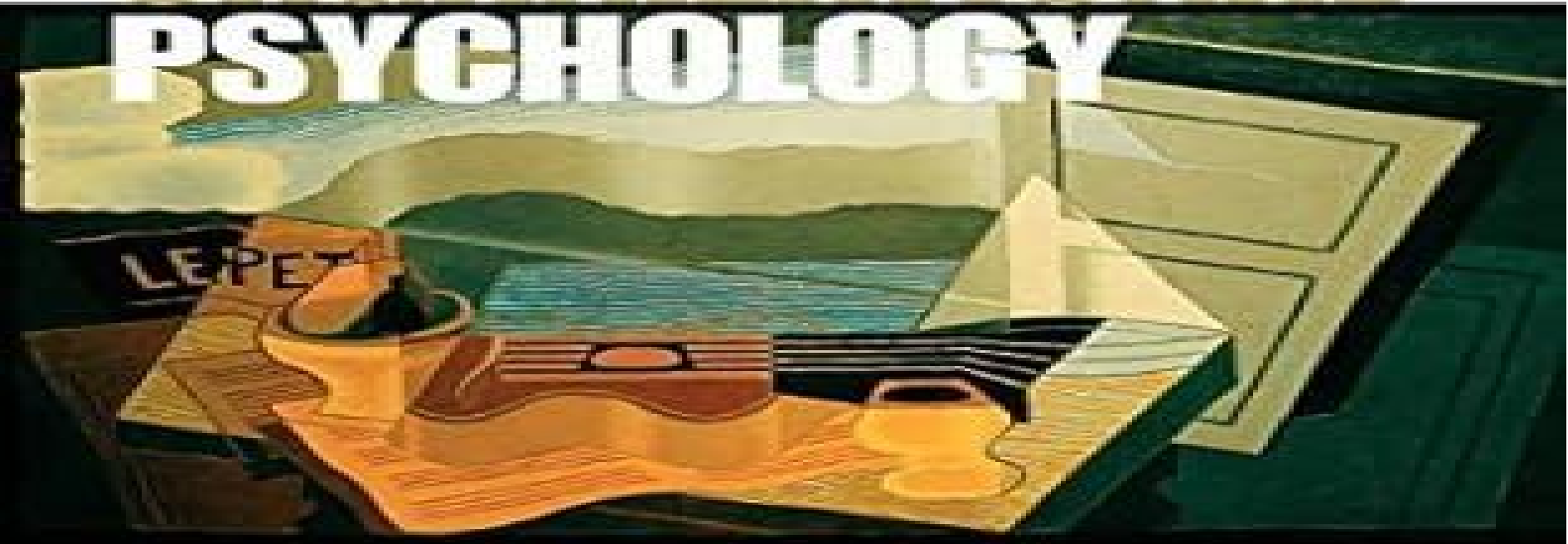


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development and implementation of HRM policies and practices In the interest of promoting valid research based inferences in HRM research the chapters in this volume identify a wide range of methods related problems and offer recommendations for dealing with them Chapters in it address such HRM research related topics as neglected research issues causal inferences in research heteroscedasticity in research range restriction in research interrater agreement indices and construct validity issues in measures of such constructs as job performance organizational politics and safety climate

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