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nts, in the  
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impartial  
picture which  
will enable the  
reader to  
arrive at  
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conclusions  
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actual  
usefulness of

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business  
world, and the  
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book is written  
for students of  
personnel  
practice and  
of applied  
psychology,  
and for all  
business  
executives  
who have  
been hearing  
the clamor  
about tests  
and who want

to form a  
critical opinion  
on the basis of  
facts. At  
present it is  
important to  
emphasize the  
limitations and  
shortcomings  
of tests as to  
speak in  
glowing terms  
of their  
possibilities.  
Tests are  
scientific  
instruments.  
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