Abstract

This study investigates the impact of an expert system used as a decision aid in a job evaluation system. Both performance outcomes and psychological outcomes are analyzed in an experiment in which the intended users of the expert system served as subjects. The study draws largely from behavioral decision theory for its theoretical support. Although this study examines an expert system within an HRM context in the teaching and learning process, the
results are useful as one test of expert system efficacy within the more general area of managerial decision making.

References

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**Index Terms**

Computer Science  
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**Keywords**

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