Psychometrics: the Relationship between Recruitment and Development

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Abstract

In today’s world economy, it is generally acknowledged that the performance of the any concern, and also the key differentiator between administrations, is the competence of the labour force. Psychometric assessment acts as an agent to bring the right people to the right job. Psychometric tests, when cautiously selected for their relevance to the context and when used rigorously and properly, are a reliable and effective business tool. They have the capacity to improve the eminence of choices about people. In many companies, the HR role is divided into a team responsible for selection and a team responsible for development - but is that a rational divide? There is no such thing as a candidate at selection. The company has face a problem the candidate may have the essential characteristics but not all of the desirable characteristics and those are the ones that have a potential development. In this article how psychometrics create an link or a bridge between recruitment and development and how it is reduce the recruitment cost and training cost1.

Key Words: Psychometrics, Training and Development, Recruitment.
1. **Introduction**

Most of the organizations are using psychometric testing as a tool of recruitment and selection process. Psychometrics is the one of the critical elements of ensuring the organizational performance is the selection and trained the employee to make the success in their carrier and will help the organization to reduce the recruitment and training cost. Most of the organizations are adopted the psychometric method for analysis the employee performance in both recruitment and training. Researchers has demonstrated that psychometric assessment can play in significantly improving the process of selection and reduce the training cost for both new recruited people and it helps to employee to make promotions. Effective psychometric evaluation can also play an important role in staff development processes – an important challenge presently facing in Indian Industries. Organizations wants to know what is needed to the new employees and also how the organization culture allows the employees to expressed and capitalised upon. It is very easy to analyse the individual or group performance in any particular job role and psychometrics are very effective in identifying the potential to perform the job. To the extent using of this psychometric how the organization translate the potential into effectiveness of the job and how the organization identified the potential. That requires a good communication between the Recruitment and how it is responsible for development.

The company that establishes a very clear link to develop a recruitment and training in HatsunAgro Product Ltd. The HAPL took over the responsibility to create the bridge between recruitment and training being a dairy industry it’s very essential to conduct training because the companies have day to day target so the people will face a problem while they start the training programme and the cost that they spend for the training and recruitment is high. So the company wants to find a way to reduce the rate so the company decide to spend more time on candidate assessment before the training starts so the organization using psychometric as a tool to mapping the recruitment and training.

The following questions can provide an assessment of Psychometric:

1. What purposes does the organisation want it’s psychometric?
2. Psychometric method is helpful to link the recruitment and training?
3. Are the psychometric method is considered to minimise the cost and ensure the productivity in quality base?
4. Are the evaluation and developmental components separated?
5. Are the recruitment process and training programmes being implemented correctly?
The following question will find out the result of the method

1. Did psychometric method used as a cost reduction?

2. Did the training gives a knowledge both work and personal

3. Using psychometric method while recruitment and training gives as a result of performance of an individual?

4. Did the employees learn something through method?

5. Does the subordinate have a clear idea of what corrective actions to be taken to improve his/her own performance?

In a Survey has been conducted with the newly recruited employees and employees those who are attended the training programmes at HatsunAgro Product Ltd. The employees are feel mapping the recruitment and training is very helpful to find out the variance of an employee performance in training and recruitment and it will able to find out the job nature of an individual and organization. Using this method the organization able to reduce the cost and increase the performance of the employees. But using this method the organization has invest a lot of cost and it will take time to implement this method and it will create a problem to focus on production because the company has to analyse the employee using psychometric approach they will not able focus on others things.

Therefore, Psychometric method should be implemented correctly and it should be regular activities importance should be recognized and communicated down the line to all the employees.

It should bring the awareness about the employee performance

It should give the clarity about the process what the organization is doing

New mechanisms should be evolved to reduce the time factor involved in the procedure of recruitment and training

In all of this activity, it is important to keep the processes transparent. Some organizations still use tests at recruitment stage without clearly explaining what their role is in the process and how the information will be used.

When this is the case, potential employees can feel that there is something is lacking in the recruitment process. However, the process should clearly explained and the results discussed transparently. It will help the organization should create a bond between candidates and employees. If the company explain the role that psychometrics play with the recruitment and development
strategies, are more likely to be able to use tests to benefit the individual teams and employees.

The Organization has given the chances to the candidate to consult with the results and it will helpful to find out their strength and weakness, so it will help to enhance the credibility of the development programmes.

### 2. Conclusion

Most of the organizations are facing a problem of recruiting to a right kind of people to the right job and find a difficulties to mapping to their role so using this psychometric method the organization will able to create a link between recruitment and development. Psychometrics is not a method reject those candidates who don't have the right skills mix for a particular job. It can help to identify the training needs of an individual. Using this method the organization gathered the information at the recruitment stage; there are significant cost benefits to be gained. The candidates own assessment with the knowledge gained from using psychometric tests they have a clear picture about their performance and it will lead to develop.

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