

What inferences can you draw from this passage what are the implications

[Business](#)



Personality Passage Personality Passage This passage suggests that different people have different personalities and personality assessment is one of the tools that need to be implemented while hiring employees. The passage suggests that while recruiters and organizations are filling their vacant positions they need to use personality tests such as the Big Five Personality Test to identify the personality traits that applicants of a particular job possess. Conducting these tests will help in ensuring the person hired for a position is organization-fit as well as job-fit (James, 2002). The term organization-fit refers to the degree to which a particular employee is fit for the organization and is fit to adjust in the organizational culture. Job-fit refers to degree of which a particular applicant possesses knowledge, skills and abilities to perform the job he/she has applied for. For example an organization has a vacant position of marketing manager and the organization wants the applicant to have an aggressive approach towards work and the organization expects the incumbent to control his emotions while making any decisions. While hiring the marketing manager, the organization can carry out the Big Five Personality Test. This will help in shortlisting candidates who score high on the trait of conscientiousness and are highly emotionally stable. The organization can select one of the candidates from the shortlisted ones in compliance with the required traits. This will help in ensuring that the marketing manager is ready to work all the time and is ready to accept new challenges and does not make decisions based on emotions and rather make rational decisions.

References

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James, L. R., & Mazerolle, M. D. (2002). *Personality in work organizations*.
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