

# Selection tests: advantages and potential problems

[Business](#), [Human Resources](#)



## Selection Tests: Advantages and Potential Problems Introduction

Organizations use tests to identify some features, which cannot be seen in interviews like attitudes and job related skills. There are various tests available to assist employers make decisions (Mondy & Mondy, 2012). A test is considered valid depending on whether the test was based on an accurate test score. Some tests like polygraphs and graphology have little evidence of validity for purposes of employment decision making, hence they are not reliable.

### Statement of the Problem

Although research has indicated that customized tests are reliable and accurate in predicting job performance, there are potential problems of using selection tests. For instance, selection tests may be accurate in predicting a potential employee's ability to perform the work, but they are not effective in indicating the degree to which the person will be motivated to perform the job (Mondy & Mondy, 2012). The selection tests are also not reliable in testing the anxiety of the applicant. Interviewees often become anxious when confronted; an obstacle that is likely to eliminate them from consideration.

### Answering the Questions

There is need for standardization of conditions and procedures related to administration of the tests (Mondy & Mondy, 2012). For instance, the content of instructions given and the time allowed must be the same and the physical environment must be alike. For example, if one applicant takes a test in a noisy room while the other takes the test in a quiet room, differences in test results are likely to occur.

Objectivity should be ensured (Mondy & Mondy, 2012). Conditions should be set to ensure every applicant scoring a certain test gets the same results.

For instance, multiple choice and true and false tests are objective.

Applicants will either choose the correct or wrong answer.

Norms should be ensured, that is, a frame of reference for comparing an interviewee's performance with that of the other (Mondy & Mondy, 2012).

Norms mirror the distribution of different scores similar to the tested applicants.

#### Conclusion and Recommendation

The administrator should use a reassurance manner together with well organized testing operation to reduce the threat of anxiety. Although a great part of anxiety is detrimental to test performance among applicants, a slight degree of the same is helpful (Mondy & Mondy, 2012).

#### Reference

Mondy, W. R. & Mondy, J. B. (2012). Human resource management (12th ed.). Boston, MA: Pearson.