

# [The a person with relatively few interests and](https://assignbuster.com/the-a-person-with-relatively-few-interests-and/)

The neuroticism refers to a multitude of stimulireceived by an individual and the power of these taken together so thatsometimes, they can generate negative feelings to the person who accepts them. This effect however depends on the personality of a person, if the person hasstrong character and does not get bothered easily then the stimulus will nothave an impact on him or he will be bothered a little when the stimuli are toomany and their interaction is too strong. However, if the person is reactivethen the stimuli that receives will bother him whether they are strong or not. So we understand that the impact of negative emotions cannot be the same ineach person because the characters of people differ. Openness refers to the number of interests thatare attracted and the depth which these interests pursued. High openness refersto a person with relatively more interests but consequently less depth in everyone of them, while the low openness refers to a person with relatively fewinterests and more depth in every one of these interests.

We have to kinds ofpeople that related with openness. On the first hand we have the down to earthperson, that person focuses on here and now, he prefers the familiar, does notlike the art, he is narrow minded in many things and situations and he is morepractical person and based only on evidence. On the other hand we have the bigpicture thinker who is more innovative person, he likes art and beauty, he ismore imaginative, he tries new things and he is influenced the most of times byhis emotions.

Agreeableness refers to the number of sourcesfrom which the person takes the rules for proper behavior. High agreeablenessdescribes a person who listens to others and believe that everything they do asmany then this is the right. Low agreeableness have the people who do notbelong to the mass, they are more independent and believe that they areright  and do not care and take forgranted what other people think and believe.

At the one hand we have the Peoplefocused person who is honest with others and well intentioned, he is willing tohelp the others, he is humble and can easily change his mind by others and heis collaborative. While on the other hand we have the Outcome focused personwho pulls the truth he is competitive and aggressive, he is hard headed but logicaland do not prefers getting together with the team and goes with his own pace. By the term extraversion we mean the comfortthat a person has to develop relations with other people. A person with highextraversion develops numerous relationships with other people, it is moresocial than a person with low extroversion that prefers to spend most of itstime alone. An extravert person is more friendly, sociable and cheerful, he canlead a team and it is more optimistic, while an introvert person is more formaland independent, steady, measured and unsocial. By the term conscientiousness relates to anumber of goals having an individual and how realistic and feasible are thesegoals to enable that person to implement them.

High Conscientiousness has a personwho is focused on a few goals and knows that has the ability to implement them. Low conscientiousness has the person that focuses on many goals simultaneouslywhile knowing that it is impossible to make them all. A conscientious personhas knowledge of its abilities and is realistic about its possibilities. (Allport and Odbert , 1936)  Benefits ofTests                            A test differs fromquestion to answer himself candidate in order to identify the skills andpersonality traits available. The tests are designed by expert psychometricscientists and their reliability is achieved through the implementation of alarge number of advantages.

Some tests from other sources are recruiting highvalidity rate than interviews etc., the ease management of large numbers of candidatedata, low management costs, also the application of the test does not requirequalified staff for the management of data and finally the reduced likelihoodof discrimination between candidates leads to avoid misunderstandings . The mostimportant tests of all considered the personality tests because they revealmore about the skills and interests of the individual.

Also through personalitytests may be identified necessary strength points even for different jobs andnot only for the specific job which is candidate. (Papalexandri and Buradas, 2006)      Drawbacks ofTests On one of the testis very important and useful for a company to employee selection process, buton the other, these tests have some disadvantages compared to other forms ofthe examination of candidates. One drawback is the increased possibility ofdiscrimination between candidates than other methods of selection. The highcost for the creation of tests. One more disadvantage is the probability toinclude test questions relating to personal data of the applicant and othergeneral and meaningless questions.

Also, there is a great chance to lead thecandidate to create good image for himself to be considered useful andimportant for the company.(Papalexandri and Buradas, 2006) RecommendationMay indicate that the test isvery important in the selection of candidates for a position on theundertaking, by means of tests we can understand how good a candidate as thetest reveals much personality traits of a prospective employees. On the other, the interviews lead a crucial role on the choice of the candidates. In myopinion, the interview is a more reliable factor, as well as the candidate isnot prepared and during the interview the examiner can distinguish whether thecandidate is lying through the facial expressions and body language.

This eventcannot be identified during the test and obviously the candidate has theability to exaggerating himself and makes the ideal model for the particularspecialty with a view to be selected for the job. Through interview process theabove phenomenon is unlikely to happen because the candidate will betrayedeither by its responses which the examiner will observe or through the liedetector. So we can mention that obviously tests can be used, but despite theproblems of the interview, could definitely be used by businesses and also thetests but as complementary.  SelectionProcess The selection process isdefined as the steps that makes a person so that he can choose the rightcandidate for a particular specificity. The steps that characterize theselection of candidates are five.

Oneof the first stages of the candidate selection process is the interview, whichincludes the development criteria. By this term we typically mean theinformation and resources that will be used during the interview and whetherthese sources and information related to the job analysis and specification. After the development ofcriteria we have the second stage of the selection of candidates who are theapplications and the resume review.

Inthis process are developed different methods either by people or by computerprograms which are able to search for keywords in the biographies so that thenumber of biographies may restrictive and their evaluation is not so time consuming. After the stage we werereferred to and having identified by the HR manager which applications meet thecriteria, then the manager has to choose the candidates who will be invited forinterview. If the number of candidates is large then some of the candidateswill be invited for interview by telephone.

Next stage is testing. During this process the HRmanager has the ability to make any number of tests before the hiringdecisions. These tests include the drug tests, physical testing, personality testsand knowledge tests. The last step ofthe selection process is the job offer to the candidate from manager either viae-mail or by letter. In the offer the manager is obliged to mention thebenefits of work and compensation of the candidate employee.

(Armstrong, 2001)