

The a person with  
relatively few  
interests and



The neuroticism refers to a multitude of stimuli received by an individual and the power of these taken together so that sometimes, they can generate negative feelings to the person who accepts them. This effect however depends on the personality of a person, if the person has strong character and does not get bothered easily then the stimulus will not have an impact on him or he will be bothered a little when the stimuli are too many and their interaction is too strong. However, if the person is reactive then 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 in each person because the characters of people differ. Openness refers to the number of interests that are attracted and the depth which these interests pursued. High openness refers to a person with relatively more interests but consequently less depth in every one of them, while the low openness refers to a person with relatively few interests and more depth in every one of these interests.

We have two kinds of people that related with openness. On the first hand we have the down to earth person, that person focuses on here and now, he prefers the familiar, does not like the art, he is narrow minded in many things and situations and he is more practical person and based only on evidence. On the other hand we have the big picture thinker who is more innovative person, he likes art and beauty, he is more imaginative, he tries new things and he is influenced the most of times by his emotions.

Agreeableness refers to the number of sources from which the person takes the rules for proper behavior. High agreeableness describes a person who listens to others and believe that everything they do as many then this is the

right. Low agreeableness have the people who do not belong to the mass, they are more independent and believe that they are right and do not care and take for granted what other people think and believe.

At the one hand we have the People focused person who is honest with others and well intentioned, he is willing to help the others, he is humble and can easily change his mind by others and he is collaborative. While on the other hand we have the Outcome focused person who pulls the truth he is competitive and aggressive, he is hard headed but logical and do not prefers getting together with the team and goes with his own pace. By the term extraversion we mean the comfort that a person has to develop relations with other people. A person with high extraversion develops numerous relationships with other people, it is more social than a person with low extraversion that prefers to spend most of its time alone. An extravert person is more friendly, sociable and cheerful, he can lead a team and it is more optimistic, while an introvert person is more formal and independent, steady, measured and unsocial. By the term conscientiousness relates to a number of goals having an individual and how realistic and feasible are these goals to enable that person to implement them.

High Conscientiousness has a person who 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 simultaneously while knowing that it is impossible to make them all. A conscientious person has knowledge of its abilities and is realistic about its possibilities. (Allport and Odbert ,

1936) Benefits of Tests

A test differs from question to

answer himself candidate in order to identify the skills and personality traits

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available. The tests are designed by expert psychometric scientists and their reliability is achieved through the implementation of a large number of advantages.

Some tests from other sources are recruiting a high validity rate than interviews etc., the ease management of large numbers of candidate data, low management costs, also the application of the test does not require qualified staff for the management of data and finally the reduced likelihood of discrimination between candidates leads to avoid misunderstandings. The most important tests of all considered the personality tests because they reveal more about the skills and interests of the individual.

Also through personality tests may be identified necessary strength points even for different jobs and not only for the specific job which is candidate. (Papalexandri and Buradas, 2006) Drawbacks of Tests On one of the tests is very important and useful for a company to employee selection process, but on the other, these tests have some disadvantages compared to other forms of the examination of candidates. One drawback is the increased possibility of discrimination between candidates than other methods of selection. The high cost for the creation of tests. One more disadvantage is the probability to include test questions relating to personal data of the applicant and other general and meaningless questions.

Also, there is a great chance to lead the candidate to create good image for himself to be considered useful and important for the company. (Papalexandri and Buradas, 2006) Recommendation May indicate that the test is very

important in the selection of candidates for a position on the undertaking, by means of tests we can understand how good a candidate as the test reveals much personality traits of a prospective employees. On the other, the interviews lead a crucial role on the choice of the candidates. In my opinion, the interview is a more reliable factor, as well as the candidate is not prepared and during the interview the examiner can distinguish whether the candidate is lying through the facial expressions and body language.

This event cannot be identified during the test and obviously the candidate has the ability to exaggerating himself and makes the ideal model for the particular specialty with a view to be selected for the job. Through interview process the above phenomenon is unlikely to happen because the candidate will be betrayed either by its responses which the examiner will observe or through the lie detector. So we can mention that obviously tests can be used, but despite the problems of the interview, could definitely be used by businesses and also the tests but as complementary. Selection Process The selection process is defined as the steps that makes a person so that he can choose the right candidate for a particular specificity. The steps that characterize the selection of candidates are five.

One of the first stages of the candidate selection process is the interview, which includes the development criteria. By this term we typically mean the information and resources that will be used during the interview and whether these sources and information related to the job analysis and specification. After the development of criteria we have the second stage of the selection of candidates who are the applications and the resume review.

In this process are developed different methods either by people or by computer programs which are able to search for keywords in the biographies so that the number of biographies may be restrictive and their evaluation is not so time consuming. After the stage we were referred to and having identified by the HR manager which applications meet the criteria, then the manager has to choose the candidates who will be invited for interview. If the number of candidates is large then some of the candidates will be invited for interview by telephone.

Next stage is testing. During this process the HR manager has the ability to make any number of tests before the hiring decisions. These tests include the drug tests, physical testing, personality tests and knowledge tests. The last step of the selection process is the job offer to the candidate from manager either via e-mail or by letter. In the offer the manager is obliged to mention the benefits of work and compensation of the candidate employee.

(Armstrong, 2001)