

# People resourcing and rewards



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There are a number of different ways in which psychometric testing can be used by employers in the recruitment process. The importance attached to the recruitment process by employers as well as employees make it extremely important for reliable measures to be put in place to ensure that the recruitment process and therefore the employment process brings forth the best of employees to a company. It is a crucial stage in starting because the kind of employees employed in an organization goes along way to determine the kind of workforce the organization the will have.

Psychometric testing refers to a method which is used by employees to select the most suitable applicants to fill existing vacancies. Psychometric tests have been discredited due to the fact that, information gathered from them is not generalizable and therefore they cannot be relied upon in making selections for particular kinds of jobs. Another demerit associated with psychometric tests is that, they are more useful for top positions requiring high skills such as those involving graduates as well as highly qualified candidate. While this is an advantage to the employers seeking to fill vacancies for highly qualified staff.

It is however challenging to apply the tests when recruiting for manual vacancies . High costs associated with the psychometric tests have been pointed out as a major impediment to the usability of the psychometric tests. Employers invest quite a large amount of money in order to secure and use psychometric tests. The direct costs involved in the tests include the training that has to be offered to the staff of the company requiring using the tests for recruitment since these are to administer the tests during actual interviews.

The other cost involved in the test is that of the annual fees required for employers or companies which would want to use the tests. This is a demerit in that; companies have to invest heavily on the tests. To obtain and use the tests, employers are not only required to subscribe yearly something which can really strain a company's income. Merits associated with the tests include the fact that, the tests are very objective . Objectivity is a crucial quality for any interview and therefore the fact that, these tests offers that advantage makes them very attractive and suitable for employees.

Since subjects may jeopardize any chances of recruiting the best applicants, the objectivity associated with this method makes it very attractive to employers. Usually the common interview methods which traditionally have been used by recruiters have been known to be prone to subjectivity.

Therefore objectivity associated with the psychometric tests is seen as a plus by the employers. Reliability is another merit associated with the test.

According (EIRR, 2000p. 8-88), psychometric tests are more likely to filter out all unsuitable and unwanted applicants at early stages of the interviews thus saving the employers time and money. This is especially necessary in this era whereby un reputable schools have come up and also the underworld supplies quite a big percentage of fake certificates in circulation today. A good percentage of the fake certificates go unnoticed and undetected. In light of the above challenges, psychometric tests have become the better option for employers in detecting dishonest applicants.

The increasingly common fight for employment as well as gender mainstreaming in the labor market has effectively resulted in a more unbiased ways of recruitment and selection. This coupled with other factors

have warranted a more sober approach to the recruitment process. The fact that many states have come up with legislation requiring equal job opportunities for all and without any form of discrimination has further served to ensure that, organizations go for psychometric testing during the staffing process (EIRR, 2000p. 0-90), cites a more professional human resource body as also a factor which can be linked to the increasingly popularity of the psychometric testing. Another merit of psychometric testing is that, they are very good in predicting cognitive ability of candidates something which is very useful for managerial jobs as well as high skilled jobs. Since the psychometric tests measure abilities as well as personal traits and personal attributes of people this makes them very useful when hiring for highly competitive vacancies which attract applicants from well qualified professionals.

Psychometric tests are also useful in that they assist employees to land jobs which suit their personalities and therefore are more likely to offer happiness to both employees and employers. This according to (EIRR, 2000p. 80-100), is useful in ensuring that employees perform to their peak hence contributing positively to their organizational growth. Psychometric tests also help employees not to pursue unsuitable careers in which their chances of succeeding in such are limited. Therefore psychometric tests offer employees an opportunity to carry out a self assessment and therefore plan better their career paths.

Although the tests are not 100 % reliable they are useful in making sure that, an employee does not recruit employees who are likely to end up quitting the job after being hired. Finally, psychometric test are useful in preparations

to switch careers since such a step can make or break ones career path.

Psychometric tests comes in hand to make sure that, people do not miss out on opportunities neither do they waste out of opportunities in pursuit of careers which do not suit them in the first place.