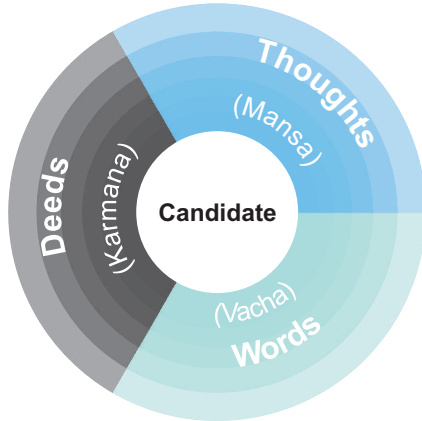


Psychometric tests are becoming increasingly popular nowadays. The Human Resources departments of most leading companies have made psychometric tests a mandatory part of their recruitment process. It helps them to get deeper insights about the effectiveness and potential of the candidates as well as their suitability for the organisation.



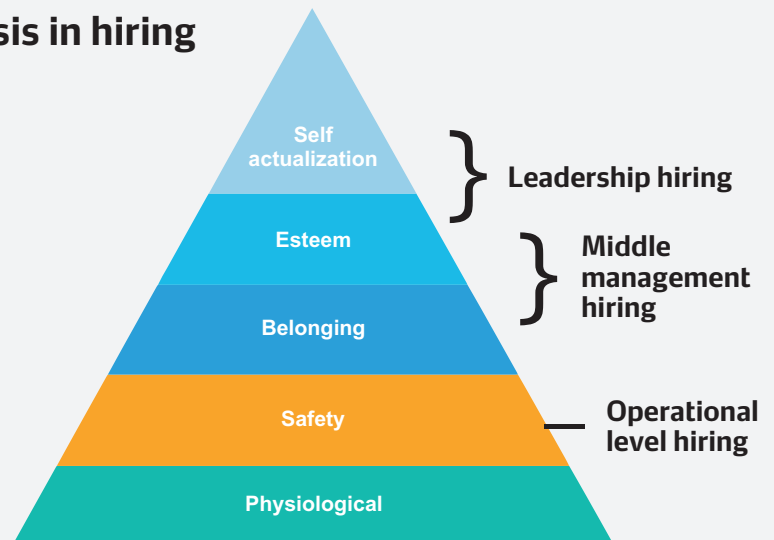
Philosophy behind psychometric analysis

The philosophy originates from the concept of synergy between thoughts, words and deeds. The idea is to understand how a person brings a synchronous approach to his day to day activity and his long term vision and goals. This ancient philosophy can help an organisation in finding the right fit for the role by judging what a candidate thinks, says and does. This can give a strategic approach to long term human resource management, bringing stability to the organisation, finding and retaining the right talent.

Reasons to adopt psychometric analysis in hiring

Maslow's model of motivation

This model clearly depicts the change in needs of people in the working age group, as their role matures from operational to leadership level. Having a scientific approach in finding the right people for the right role as per the need index will improve the efficiency in organisation's performance and will create a win-win situation for both the employer and employee.



Advantages of psychometric analysis

Helps to pick the right employee for your organization

An affordable option to shortlist candidates

Saves on conventional time consuming activities

Easy to read reports

Creates a positive image of the company

Application of psychometry

When used correctly, cognitive and personality tests can increase the chances that new employees will succeed. Unfortunately, too many organizations use the wrong psychometric assessments in the wrong way. Here's what organizations need to know in order to minimize potential risks and maximize the predictive accuracy of these tests.

