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| RECRUITMENT |

Psychometric Tests

*A Reliable Method of Selecting Suitable Job Applicants
and Providing Guidance on Career Progression
for Existing Employees*



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As an indicator of personality, preferences and abilities, psychometric tests can help employers to find the best match of an individual to an occupation and working environment. This test can be used for all job categories and at all levels of ability for both recruitment and internal evaluations.

It can provide management with guidance on career progression for existing employees.

It provides an employer with an insight into how well an individual works with other people, handles stress, and whether he/she will be able to cope with the intellectual demands of the job.

PURPOSES

All psychometric tests will be used for the following given purposes:

Test scores will be interpreted on the basis of relevant norm groups. The test candidate(s) will be informed of the norm group used.

Equality of opportunity will be demonstrated continuously with all test users treated fairly, impartially and courteously.

Confidentiality will be assured and maintained at all times for test users.

Candidates will be made aware of the procedure if they are dissatisfied with any aspect of the testing process. The employer will get the overall scores on IQ, EQ/sales potential score with graphical presentation of the result and summary of the profile.

Psychometric Tests may be used in conjunction with Aptitude Tests.

TEST BATTERIES:

1. Personality and Professional Profile

Temperament Evaluator

BF5

Career Orientation Test

Recruitment Profile Test

2. Function Specific Test

Sales Profile Test

Management Skills Test

3. Personal Development

EQ Test-Corporate Version

Now different on-line services are providing assessment of personnel through personality testing, psychometric test appraisal systems and services. Through precise and effective personality and behavioral assessment, skills and abilities tests, best practice recruitment strategy and effective team building techniques, on-line solution ensure the selection and development of the right people.

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