

# Psychological Testing in the Workplace

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The need to retain employees in organizations has led to extensive use of psychological testing. The testing process involves measuring several human traits that, in one way or the other, affect people's capability to contribute to the success of any given organization.

The testing is crucial in both employee selection and retention processes, and it really assesses an individual's ability to perform at the workplace. The testing process is valid and has been found to contribute positively to both the organization and the employee (Spector, 2008).

## Psychological Tests used at the Workplace

Psychological testing involves use of specific questions to assess certain human characteristics and traits such as knowledge and skills. The tests also involve measuring certain personality types and interests. The application of the tests varies from one company to the other. Some companies use printed questions while others use online portals in their websites to reach current or prospective employees (Spector, 2008).

## Personality Test

This test targets specific personal behaviors that may affect an individual's capability to perform in certain specific jobs. It targets individual tendencies and, therefore, results in abundant information on the predictability of an individual's behavior.

In order to ascertain the best candidate for certain positions in an organization, it is important for the organization to carry out an assessment on the personality types of the interviewees. The expected results vary from one kind of job to another. For example, a ranger may need to possess emotional stability traits so as to successfully deliver on the organization's goals.

# Psychological Testing In The Workplace Paper

**Zhe Xu**



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