

Weekend Course

Training on the Need for Psychometrics in Today's Human Resource Management

Date: 13 October 2018. **Duration:** 1 Day **Time:** 9.30am to 5.30pm **Class Schedule:** Saturday **Last date of Registration:** 11 October 2018 **Venue:** Academy of Learning Limited, 115, Kazi Nazrul Islam Avenue, Bangla Motor, Dhaka-1000. **Contact:** +88 01708 545299 e-mails- training@aolbd.com **Training price:** 3000 + 15 % VAT (15 % VAT is applicable in every purchase)

Label of Participant: From Novice to Professional HR Manger or as deemed appropriate by the concern Authority.

Boarding: Training materials - Folder, Writing Pad & Pen, Lunch and two times Tea-Snacks would be provided during the training period.

Introduction: One of the critical elements in ensuring outstanding organizational performance is the selection and development of excellent staff. International as well as local research has demonstrated the role that psychometric assessment can play in significantly improving the selection process for both new entrants and internal promotions. Effective psychometric assessment can also play a key role in staff development processes. Psychometric tests are commonly employed as aids in occupational decisions, including the selection and classification of human resources. From the assembly-line operator or filing clerk, to top management, there is scarcely a type of job for which some kind of psychometric test has not proved helpful in such matters as hiring, job assignment, transfer, promotion, or termination (Anastasi & Urbina,1997).

Objectives:

- Evaluate and select assessment tools/procedures that maximize chances for getting the right fit between jobs and employees.
- Administer and score assessment tools that are the most efficient and effective for their particular needs.
- Accurately interpret assessment results.
- Understand the professional and legal standards to be followed when conducting personnel assessment.

Contents

1. Personnel assessment tools: tests and procedures

- Purpose
- What they are designed to measure
- What they are designed to predict
- Format
- Level of standardization, objectivity, and quantify ability
- Assessment process

2. What do tests measure?

3. Why do organizations conduct assessment?

- Selection
- Placemen
- Training and development
- Promotion
- Career exploration and guidance
- Program evaluation

4. Some situations in which an organization may benefit from testing

- Current selection or placement procedures result in poor hiring decisions.
- Employee productivity is low.
- Employee errors have serious financial, health, or safety consequences.
- There is high employee turnover or absenteeism.

Present assessment procedures do not meet current legal and professional standards

5. Importance of using tests in a purpose full manner

6. Limitations of personnel tests and procedures—fallibility of test scores

7. Why do organizations conduct testing despite the errors?

Facilitator Biography: Professor Md. Kamal Uddin, University of Dhaka

Dr. Muhammad Kamal Uddin is Professor in Psychology at the University of Dhaka, Bangladesh. He received Postdoctoral Award (but did not enjoy) of the European Commission in 2013 positioned at Padova University, Venice, Italy. He earned Ph.D. degree in Psychology from Kyushu University, Fukuoka, Japan in 2006 receiving prestigious Monbuso Scholarship of the Japan Government. Kamal obtained M.Sc. (Thesis) degree with specialization in Clinical Psychology from the University of Dhaka, Bangladesh in 1991. He received B.Sc. (Honors) degree in Psychology from the same university in 1990. Kamal secured First in First Class in both the M.Sc. and B.Sc. Examinations. He was awarded the Professor M. U. Ahmed Gold Medal for his distinction in the M.Sc. Examination.

To his credit, Dr. Kamal has 50 research articles including a chapter in the book *Advances in Cognitive Science* published by Sage, India. Dr. Kamal is a regular reviewer and a consulting editor of a number of reputed journals of home and abroad. He has been supervising theses for Doctoral, Masters, and Bachelor Degrees. He has been serving as examiner of PhD theses from foreign universities.

Dr. Kamal worked as a Consultant Psychologist in projects of several international organizations. He has constructed and adapted a good number of psychometric questionnaires. Dr. Kamal has visited 19 countries and presented his research findings at conferences, seminars, and symposiums held in Greece, Italy, Turkey, Spain, Switzerland, India, China, and Japan. Dr. Kamal chaired scientific sessions of several international conferences. He is member of a host of national and international learned bodies and societies. Dr. Kamal is a sponsored director of the Bangladesh Institute of Psychological Services and Human Resources Development (BIPSHURD). He has conducted several training sessions for the corporate and NGOs employees. He is good communicator and he can communicate in Bangla, English, Japanese, Arabic, and Hindi.

Dr. Kamal He is an advisor of Lalon Research and Cultural Foundation. Dr. Kamal is an enlisted lyricist of Bangladesh Television. Dr. Kamal's lyrics-based music albums "Mohua" and "Borsha" are now accessible through the channel "A Mystic Bird" in YouTube. His next album "Brinda" is in progress.

He traveled Greece, Italy, Qatar, Pakistan, Turkey, United Arab Emirates (UAE), Hong Kong, Taiwan, France, Spain, Germany, Switzerland, Singapore, China, South Korea, Japan, Thailand, Nepal, and India