

To what extent do companies see psychometric assessment as an effective tool of recruitment and selection as Saudi Aramco Company	العنوان:
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Abstract

Recruitment and selection have become increasingly important activities in the organisation in light of increased competition, diminishing job definitions that demands initiative from employees to manage their own work schedule, rising demand of new skill set, and limited supply of quality workforce. Consequently, organisations continuously develop their recruitment and selection processes by introducing new methods to make it more effective and achieve their recruitment goals. Psychometric tests are increasingly being employed by organisations to assess the suitability of job applicants. However, there are limited studies that have tried to assess the effectiveness of psychometric tests especially in the context of Saudi Arabia. The current study seeks to assess the effectiveness of psychometric assessment from the employer's point of view by utilising the Aramco Company as the case study unit. In order to achieve the research objectives, the study has collected primary data from employees, and HR and line managers of Aramco Company through questionnaire survey and in-depth interviews. The study observed high reliance of Aramco on psychometric tests as a tool for selecting potential employees along with interview and reference methods. In addition, managers at Aramco view psychometric test as an effective tool for recruitment and selection as it provides clear picture about the skills and competency profile of the candidate, helps in the accurate identification of candidates' current level of knowledge and future training needs, and promotes fairness among applicants. The study did not reveal any major issue in employing psychometric tests except the occasional resistance from experienced employees in taking these tests.