RECRUITMENT PERSONALITY TEST SYSTEM

Thushan Sangeeth Fernando

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Department of Business

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Abstract

This thesis is regarding how personality can be used as a factor in hiring recruits that has been applied in various stages of the corporate world started and how it has been being noticed in the modern world as there. It has been noted that there are many personality tests already exist, but they all share the same problems in many angles with the notables one where they can be too long, too expensive, capable of bias and too general to be applicable for recruitment and selection.

The thesis will also explore the most well renowned tests under modern psychologists exploring their individual strengths and limitations including the big five, caliper, Hogan, and the technologies and legal & ethical issues most of them face in terms of using personality testing as a criteria of hiring recruits. Afterward through personal research was gathered to gather data regarding personality testing and its popularity in the Sri Lankan industry. Then the latter parts of the chapter will discuss how "Reptr" my recruitment personality system will improve the selection and hiring process, through the combination of a personality test to assess the recruits compatibility with how the organization operates and its culture which also includes an aptitude test that can assess if the recruit has the skill set of the role he has applied for.