

# Psychologist in Assessment Centre: Its challenge and Strategic Roles

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# Preview

- ◆ Using of Assessment Centre
- ◆ Practice of Assessment Centre in Indonesia
- ◆ Psychology Roles in Assessment Centre: Does it Matters?
- ◆ Psychologist Roles in Development of Assessment Centre
- ◆ Assessment Centre Future Direction for Psychologist

# Using of Assessment Centre

- ◆ Increase of assessment centre uses in both in public and private sectors
- ◆ Specifically in public sectors there is dramatic increase of assessment centre practice, included in state-owned enterprise
- ◆ It because of government regulation, and shifting paradigm in public service into “new public management”

# Assessment Centre Practices in Indonesia

- ◆ There is dramatic increase, especially in government institution
- ◆ Its purposes are to develop and select employees
- ◆ Psychological testing use in Assessment centre, different with some European countries.
- ◆ Assessor training needed, not only in lecture methods but also more practical such as roleplay.

# Psychology Roles in Assessment Centre: Does it Matter?

- ◆ Psychological aspects in Competency such as Personality, Traits and works attitude.
- ◆ Competency are both about behavioral and psychological aspects.
- ◆ Psychological testing which focused on non-behavioral aspects, and simulation testing stressed on behavior aspects.
- ◆ Both of them, psychology should play strategic roles.

# Psychologist Roles: Future Direction

- ◆ Educate people about how to conduct assessment centre in the right way, in which different with psychological testing.
- ◆ Psychologist should play their roles beyond as assessor, psychologist also have responsibility to develop assessor skills especially from outside psychology since competency talked about behavior.
- ◆ Psychologist also should play their roles strategically to develop assessment tools, especially in simulation test.

Thank You

