

Critical Event Simulation Method for Assessing Security Leader Candidates

Dr. Elly Yuliandari

Simulation Methods

A simulation is a structured practical exercise with specific objectives involving the organization and completion of a product or resource based task and which seeks to simulate real-life conditions.

To be effective, simulations must succeed in recreating the atmosphere, conditions and pressures of the real situation. A simulation focuses on a particular activity and aims to test specific behavior in a “realistic setting”.

Significant Construction Feature

- The simulated situation should be designed to represent real, credible circumstances and must meet the standards required
- The brief for the simulation needs to be clearly defined
- Any resources or equipment that would normally be in real work should be available and in working order for the simulation

Significant Construction Feature

- Candidates should complete the required tasks in the timescales that would normally be expected in real work, taking account of any legislation and regulations that would apply in real work
- A checklist must be developed defining the Outcomes to be covered and the standards to be achieved in the simulation to ensure that the assessment is valid and reliable and that the requirements of the brief are met

Simulation Methods of Critical Incident situation

- A simulation is an imitation of a complex real-life model experience.
- Simulation as a form to stimulate individual behavior and group behavior, discussing a critical situation real-life model problem; a role-playing setting where individuals and as a team “act out” behaviors in response to stimuli



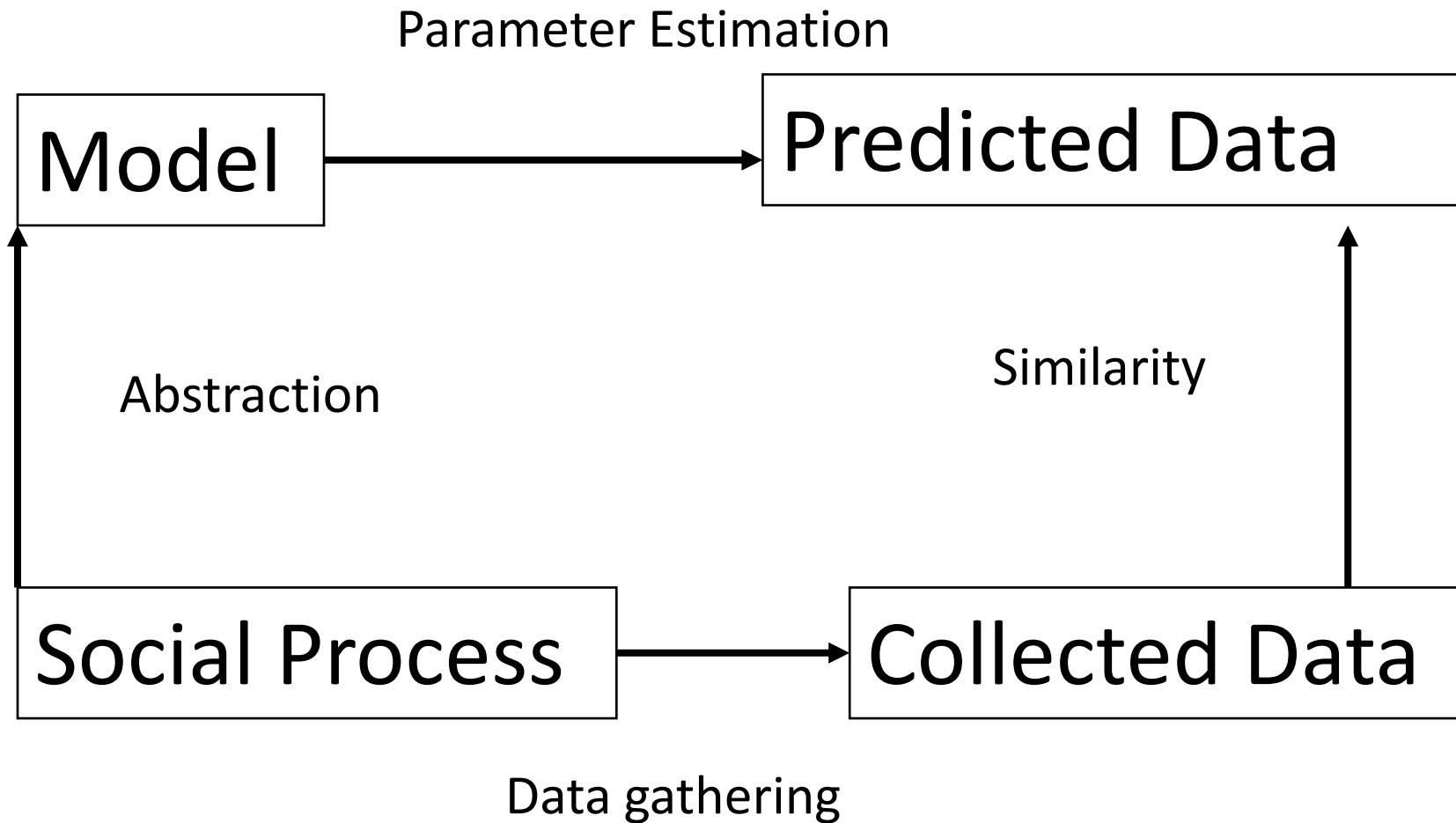
Behavioral Based

Simulation means ‘running’ the model forward through (simulated) time and watching what happens.

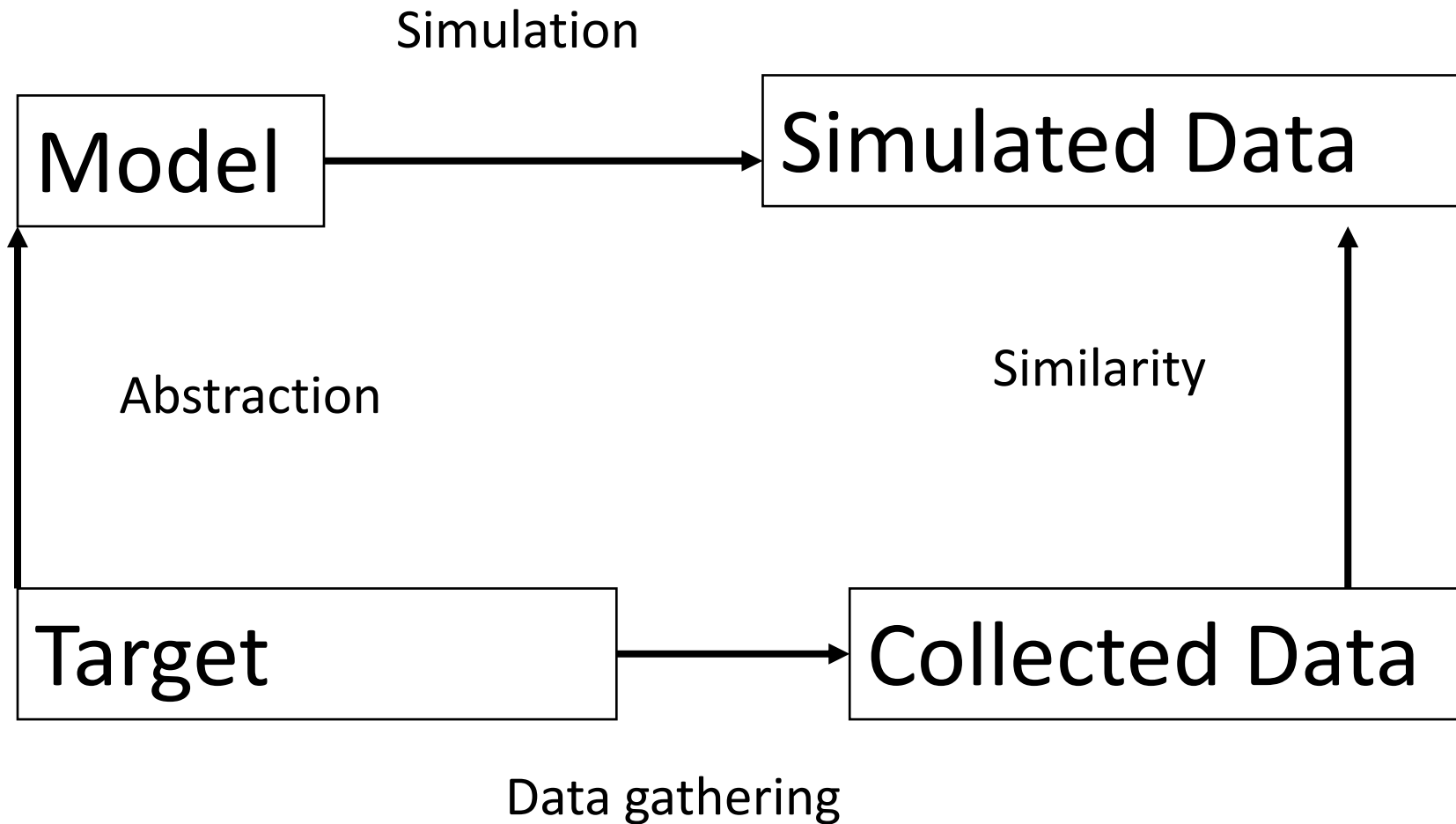
Advantages of simulation methods

- Candidates are active participants who shape the result by their involvement.
- Gives candidates the opportunity of displaying skills
- Assessment carried out in a 'safe' environment
- Candidates are likely to be motivated by the realism of the assessment

MODELLING

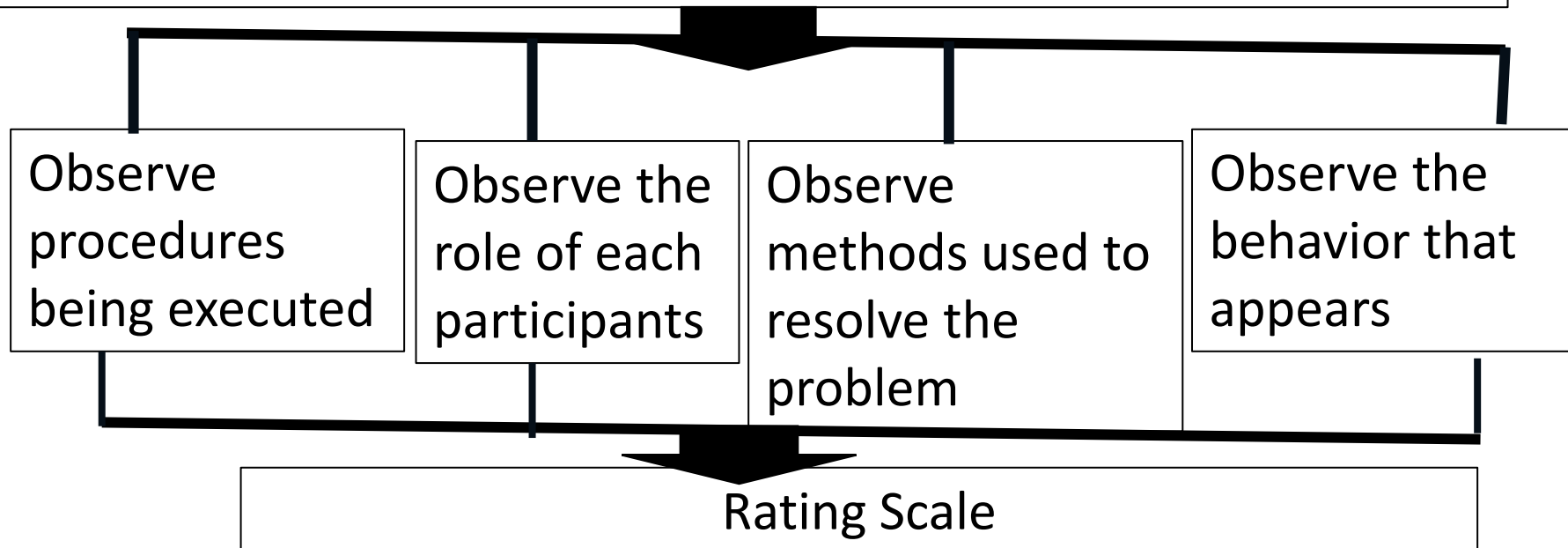


MODELLING



Procedure

- Participants were divided into groups
- Participants were given the case to be solved regarding critical incidents
- Participants were asked to demonstrate the steps to be taken to resolve the issue



Aims of Research

The aims of the research are to find out:

1. The effectiveness of simulation methods
assess the five competence as follow:

- Problem-solving skill
- Customer service orientation
- Discipline
- Procedure orientation
- Teamwork

2. Correlation the five competency with the
leader's appraisal

Participant of Research



- Participant of this Research is 50 Security Staff.
- 40 years Work Experience on the supervisory level

Critical Incident

- Critical incident is a combination of several emergency situations
- The group will be presented with a critical incident that has occurred and be asked to respond to this event.
- There are four critical incident
 - Riot case
 - Robbery
 - Sabotage
 - Employee demonstration

RESULT

Assessment	Superior Evaluation
Problem solving Skills	0.8
Discipline	0.86
Procedure orientation	0.9
Customer service orientation	0.7
Teamwork	0.8

Evaluation of Assessment Methods on Four Key Criteria

Validity

Adverse Impact

Costs

Applicant Reaction



S-CVI
0.8 - 0.95

CONCLUSION

- Critical events simulation is effective to assess the five competence
- Critical event simulation critical have:
 - High validity
 - Adverse impact
 - Effective cost
 - Positive applicant reaction
- Five competency assessment results correlated significantly with superior ratings
- Critical event simulation critical procedure can be used for other job title
- Critical event simulation critical is an effective method to Assess competency in real situations model

Assessment



Contact me on:

elyyuliandari@gmail.com