

# THE ROLE OF ASSESSMENT CENTERS IN TRANSFORMATION

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# Introduction

- **Overview**
- **Outline of presentation**
  - National context
  - Transformation
  - Application of assessment centers
  - Areas of need
  - Conclusion

# National context

- Political framework
- Legislative provisions
- National Psyche

# Transformation

- Affirmative action
- Competitive environment

# Applying Assessment/development centers

- Design issues
  - Composition of battery
  - Content of battery
    - **Cultural factors**
    - **Systems compatibility**
- Administration
  - Standardization
  - Inter-rater reliability

# Applying Assessment/development centers, cont.

- Data integration
  - Psychometrics
    - **Personality tests**
    - **Aptitude tests**
  - Exercises
  - Role Play

# Areas of need

- Educational settings
- Industry
- Government
- Rural
- Urban

# Conclusion

## Success factors

- Representivity
- Representivity
- Representivity
- Local content