

Workshop on
Psychological Assessment – Prospects and Challenges

March 7-8, 2019
FORE Campus, New Delhi



Program Directors:
Prof. Sanghamitra Buddhapriya & Prof. Prachi Bhatt

Organized by :



Centre for Psychometric Testing & Research
FORE SCHOOL OF MANAGEMENT, NEW DELHI

About Program Directors

Prof. Prachi Bhatt: Associate Professor in Organization Behavior & Human Resources Management at FORE School of Management. She is Ph.D. and Masters in Human Resource Management (Gold Medalist). She has over 10 years of research, teaching and training experience. Her Ph.D. research deals with HRD paradigm shift in High Performing Organizations. She is Certified in Negotiation Research and Teaching from one of the world's best Business Schools - Kellogg School of Management, Northwestern University, USA. She is an active participant in conferences & seminars and has papers to her credit and has published in National and International refereed journals of repute. She has also co-authored a book titled "Riding the New Tides: Navigating the Future Through Effective People Management", published by Emerald Publishing (India) in 2017. She also has to her credit book-chapters in the books published by Emerald Publishing (India), Bloomsbury Publishing houses. Negotiation Skill, Competency Mapping, Psychometric Research, Intrinsic Motivation, Cultural studies, are her areas of interests. Her research experience and corporate association cover projects with Zydus Cadila Healthcare Ltd., Ahmedabad, Gujarat Co-operative Milk Marketing Federation Ltd, Anand, and Indraprastha Apollo Hospitals, New Delhi. She has designed and conducted MDPs for corporate executives in both public and private sector organizations. She is also Head, Centre for Psychometric Testing & Research (CPTTR) at FORE. She can be reached at: <prachi@fsm.ac.in>

Psychological Assessment – Prospects and Challenges

INTRODUCTION

Competent people are asset to any successful organization and thus are of great value. Here, an important research tool i.e. psychometric testing plays a crucial role in enabling the identification and consequent development of the competencies. Psychometric testing finds its implications for HR professionals as part of HR endeavors like selection, training, promotion, counseling and development, etc. of job incumbents. Also, research-based understanding of the same is beneficial to handle people related issues.

Understanding of psychometrics is concerned with the comprehension of theory and technique of psychological measurement, which aids basically in the measurement of knowledge, abilities, attitudes, and personality traits. The field is primarily concerned with the construction and validation of measurement instruments and its administration.

OBJECTIVES

This workshop has been designed with an aim to familiarize the participants with measurement concepts & tools and improve selection and application of psychometric tests. Enabling participants to identify situations for which standardized tests can be used and where tests need to be developed. Training in the effective administration and interpretation of psychometric tests is also the objective of the program.

CONTENTS

- Significance of Psychometric Testing in Organizations
- Tests and Measurement Principles
- Process of Psychometric Testing
- Assessment of Personality and Emotional Intelligence
- Application of Psychometric Tests in Organizations
- Administering and Interpreting Tests
- Cross-Cultural issues in Psychometric Instruments.
- Psychometric Tests feedback to candidates and decision - makers

METHODOLOGY

Program would be delivered through a combination of:

- Interactive Lectures & Discussions
- Self Assessment and Feedback

WHO SHOULD ATTEND

All those who deal with psychometrics and testing within or outside the organization will benefit most from the program. Thus, the workshop will be useful for:

- HR Professionals
- Line managers & Departmental Heads
- Academicians, Researchers
- Trainers, Psychologists
- Professionals using psychometric-based development interventions

WORKSHOP DATES & TIMING

Dates : **March 7-8, 2019**

Timing : **9.30 am to 5.30 pm**

VENUE

FORE School of Management,
'Adhitam Kendra',
B-18, Qutub Institutional Area,
New Delhi - 110016

PARTICIPATION FEE

The participation fee covering professional fee, programme kit and lunch is as follows:

Corporates	:	Rs.8,000/- per participant
Faculty Members	:	Rs.5,000/- per participant
Research Scholars/Students	:	Rs.3,000/- per participant

In addition, GST @ 18% is payable. Fee is payable in advance by the way of Local cheque/DD in favor of "FORE School of Management" payable at New Delhi.

Residential - FORE School of Management shall provide assistance in arranging suitable accommodation on specific request on payment basis.

REGISTRATION

The registration form duly filled in along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

CERTIFICATE OF PARTICIPATION

The institute will issue a certificate of participation on conclusion of the program.

About Program Directors

Prof. Sanghamitra Buddhapriya is a Professor and the Area Chairperson in the Department of Organizational Behaviour and Human Resource Management at FORE School of Management, New Delhi. She received the University Gold Medal for securing First Class first Position in M.A in Personnel Management and Labour Welfare. She is a PhD from Faculty of Management Studies, University of Delhi. She received the Prestigious Shastri-Indo Canadian Faculty Research Fellowship and did her Post- Doctoral research from Mc Master University, Hamilton, Canada. She has more than twenty two years of experience in teaching, research, training and consulting. Her research interest lies in mentoring relationship, diversity management, and gender issues in management, work-life balance, and stress at work. She has authored two books and published many research articles in referred national and international journals. Prof. Sanghamitra conducts open and in-company management development programmes across level for leading public and private sector organizations like Engineers India Ltd, Powergrid, ONG,C, IOC, OIL NHPC, MMTC, SAIL, THDC, NBCC, LNG Petronet, Sentiss Pharma, ITD Cementation to name a few. She enjoys conducting management development programmes on wide range of topics like leadership, team building, motivation, emotional intelligence, work-life balance, gender sensitivity, mentoring and coaching, interpersonal skills, managerial effectiveness, organizational culture, problem solving and decision making, creativity and innovation. She was selected as a resource person for training women civil servant on gender issues in management. She can be reached at <sanghamitra@fsm.ac.in>

ABOUT THE INSTITUTE

FORE School of Management (FORE) has been established by the Foundation for Organisational Research and Education, a nonprofit organisation, with a mission "To achieve and sustain Leadership in Management Education, Research, Consultancy and Development".

Programmes and Accreditations:

- The PGDM, PGDM (IB) & PGDM (Finance) courses at FORE are AICTE (All India Council for Technical Education) approved and accredited by National Board of Accreditation (NBA)
- The PGDM courses are equivalent to MBA. Equivalence permission is granted by Association of Indian Universities (AIU)
- FORE has been awarded "SAQS Accreditation" by Association of Management Development Institutions in South Asia (AMDISA)
- FORE has set up a state-of-the-art Studio at its Campus to conduct Online Executive Education Programmes for Working Professionals and has been successfully conducting variety of such online certification courses



Eminent academicians with many years of experience and experts from industry, recognized nationally and internationally, constitute faculty at FORE. FORE has in-house training facilitators in the field of Communication, OB & HR, Finance, Operations, Marketing, IT, International Business and Strategic Decision Making.

With a sharp focus on Management Education, Executive Education Programmes/MDPs, Consulting and Research, FORE stands amongst the Top Business Schools in the country.

FORE conducts Management Development Program/Faculty Development Programs to equip managers/faculty members with knowledge, skills and attitudes required for effectively responding to global developments and competitive requirements. Our MDPs/FDPs are designed with an appropriate blend of conceptual and experiential learning. Apart from open programs, FORE conducts customized In-Company Programs tailored to suit organization's needs on topics/areas specifically required by an organization. These Management Development Programs (MDPs) are either custom-designed to suit client requirements or are offered by faculty on a specific theme to meet various client needs.

For registration/any other information, please contact:

Executive Education Office

FORE School of Management

Adhitam Kendra

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FORE School of Management

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Psychological Assessment – Prospects and Challenges

March 7-8, 2019, FORE Campus, New Delhi

Registration Form

Name:

Designation:

Institution:

Address:

Phone (O):

Residence:

Mobile:

Email:

Fax:

Your expectations from the programme:

Payment Details: (Please tick appropriate and fill)

- Payment enclosed (Local cheque/DD No: _____ Date: _____
Amount: _____)
- Payment is under process and will reach you before the programme

Signature of Sponsor

**(Please return the completed form by post, or
email: exed@fsm.ac.in:**

**Executive Education Office
FORE School of Management
B-18, Qutub Institutional Area
New Delhi 110 016**

Note: Please feel free to make copies of this form for additional registrations.