

Faculty Development Program on Workshop on Psychological Assessment Tools: Development and Applications

**Dates: September 1-3, 2021 (Wednesday /Thursday/Friday)
Timings: 10AM - 12 PM, 12.30 PM - 2.30 PM (Virtual Mode) on each day**

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.

OBJECTIVE

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

Professional Fee of the Program

	Fees for Online Programme
Faculty Members	INR 1770
Students/Research Scholars	INR 1180
Corporate Executives	INR 2360

Gst@18% included in fee amount, as applicable.

Program Dates and Timing

Dates: September 1 -3, 2021 (Wednesday/Thursday/Friday)

Timings: 10 AM - 12 PM, 12.30 PM - 2.30 PM (Virtual Mode) on each day

Program Duration: 12 Hrs (across the 3 days)

Program Director

Prof. Prachi Bhatt

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/ FDPs/ Workshops for corporate executives/ academicians from both public and private sector organizations. She is also Head, Centre for Psychometric Testing & Research (CPTR) at FORE. She can be reached at: <prachi@fsm.ac.in>.

Prof. Chitra Khari

Prof. Chitra Khari is an Assistant Professor in the area of Organizational Behavior & Human Resources Management at FORE School of Management. She completed her Ph.D. at the Department of Management studies, Indian Institute of Technology (Delhi), in the area of positive organizational scholarship. She has been awarded scholarship for her doctoral studies. She is the recipient of Fetzer scholarship given by MSR division of Academy of Management, US. She has presented her research work in national and international conferences such as Academy of Management, US. She can be reached at: <chitra.khari@fsm.ac.in>

Prof. Sanghamitra Buddhapriya

Prof. Sanghamitra Buddhapriya is the Dean (Academics) at FORE School of Management. She is a Professor in Organizational Behaviour and Human Resources (OB & HR) Area. She has more than twenty-five years of experience in research, teaching, training and consulting. Dr. Sanghamitra is a PhD from Faculty of Management Studies, University of Delhi. She received the prestigious Shastri Indo-Canadian Fellowship and did her post-doctoral research from Michael De Groote School of Business, McMaster University, Canada. In 2019 she received the Women Leadership in Education Award by the World HRD congress.

She teaches courses at the post graduate level. Her research interest lies in mentoring relationship, diversity management, and gender issues in management, work-life balance and stress at work. She has conducted extensive researches in these areas, and presented her research papers in Queens University, University of British, Columbia, and Harvard University etc. She has authored two books and published many research articles in referred national and international journals.

Prof. Sanghamitra conducts wide range of open and in-company management development programmes across level for leading public and private sector organizations like Engineers India Ltd, Power grid, ONGC, GAIL, NHPC, MMTC, SAIL, THDC, NBCC, LNG Petronet, Sentiss Pharma, ITD Cementation to name a few. She enjoys conducting management development programmes on 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.

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