

Psyching out the candidates

TMS underlines value of Psychometric Profiling

TMS Asia-Pacific has turned the spotlight on the ever-increasing role psychometric profiling now plays in the overall recruitment process.

The hospitality and travel industry recruitment specialist's Managing Director - Asia, Andrew Chan said today many companies still continue to base much of their ultimate hiring decision on the skill factor.

But in the process of doing that, he said, many of these companies are completely overlooking the all important 'other' attributes candidates can bring into an organisation.

"This has become extremely relevant in today's environment, particularly with the advent of the 'Gen Y' phenomena," he said. "And this is where the value of psychometric profiling comes into play."

Mr Chan said that now, more than at any other time, employers need to understand how important a role company culture plays in attracting candidates into an organisation.

"Psychometric testing provides an objective way of assessing a candidate's strengths and weaknesses and presents an objective, accurate and reliable insight into a person's behavioural and/or temperamental styles.

"This includes their social confidence, attitude, motivation, leadership and decision-making styles, sales potential, capacity to work under pressure and ability to work individually or as a team.

"These characteristics can be very useful for predicting if a potential candidate is suited for a particular position in the company and can aid in retaining and developing existing employees.

"Finding a candidate that fits in culturally will ensure a much better chance of success. "It is important to remember, in addition to monetary cost, a bad hiring decision can also adversely affect the morale of other employees.

"Even worse, hiring the wrong person can actually result in a company losing its good staff members."

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About TMS

TMS is an Australian specialist travel, tourism and hospitality recruitment and HR services company with offices in Adelaide, Brisbane, Melbourne, Perth and Sydney. The company's overseas operation includes offices in Auckland, Bangkok, Dubai, Hong Kong, Shanghai and Singapore and affiliates in the UK.

TMS currently provides many of its clients in the Asia-Pacific region with The McQuaig System, a web-based diagnostic tool developed by the Canadian McQuaig Institute which comprises a three-step process, specifically job definition, candidate assessment and employee development.