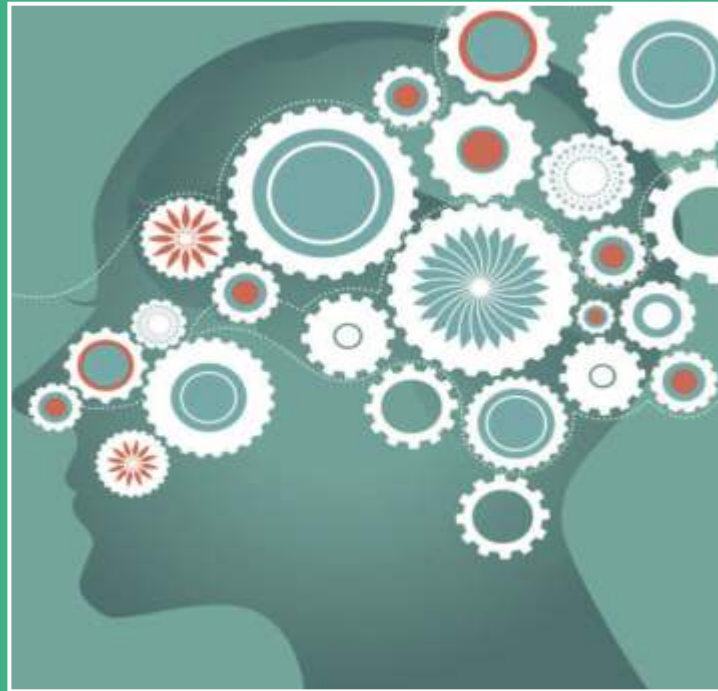


Workshop on  
**Psychometric Testing and Applications**

February 22-23, 2018  
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. Sanghamitra Buddhapriya is a Professor 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 one 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, ONGC, 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>.*

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# Psychometric Testing and Applications

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## 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 : February 22-23, 2018

Timing : 9.30 am to 5.30 pm

## VENUE

FORE School of Management,  
'Adhitam Kendra',  
B-18, Qutub Institutional Area,  
New Delhi - 110 016

## 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.

## WORKSHOP HIGHLIGHTS

- Discussion with Subject Matter Experts
- Experts from Corporate
- Using HR analysis for drawing insights of Psychometric

## 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 nine 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 published in National and International refereed journals. Effectiveness in Negotiation (also International context), Competency Mapping, Psychometric Research, HRM, HRD Paradigm Shift 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 conducted MDPs for corporate executives in both public and private sector organizations including Power Grid Corporation of India Limited, ONGC Videsh Ltd., THDCIL, Idea Cellular Ltd, Apollo Tyres Ltd, De La Rue Cash Processing Solutions India Pvt Ltd, Uttarakhand Power Corp. Ltd and many others. She is also Head of Centre for psychometric Testing & Research (CPRT) at FORE. She can be reached at: <prachi@fsm.ac.in>.*

## ABOUT THE INSTITUTE

Foundation for Organizational Research and Education, New Delhi was incorporated in 1981 as a non-profit institution '*to achieve and sustain Leadership in Management Education, Research, Consultancy and Development*'. FORE School of Management, New Delhi (FORE) commenced its activities in 1992 by launching the 2-year Post Graduate Diploma in Management program (PGDM) and the three-year (part-time) PGDM program. The 2-year PGDM (International Business) program was launched in 2007. Since then, it has been working closely with industry and academia for developing new domains of management education and contributing to building leaders in today's global business environment. All our PGDM programs are AICTE approved. We have over 5000 strong alumni at various senior management levels in leading Indian and International organizations.

CRISIL - a leading Ratings, Research, Risk and Policy Advisory Company in India - has recently awarded A\*\*\* grading (the highest rating level) for the Delhi-NCR region to both our 2-year PGDM and PGDM (International Business) programs at FORE.

With a sharp focus on Management Education, Management Development Programs, Consulting and Research, and with more than 32 full time well qualified faculty 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

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