

## Merit Measures and Validation in Employee Evaluation and Selection

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**Abstract :** Applicants for space in selection problems are usually compared subjectively, and the selection made are not reliable and often cannot be verified scientifically. The paper illustrates objective selection by involving a mathematical measure in selecting a candidate applying for a job, and then using other two independent measures, validates the choice made. The scientific process followed is SToR (SAW, TOPSIS, WP) in which Simple Additive Weighting (SAW) is used to select, and the TOPSIS (technique for order preference by similarity to ideal solution) and weighted product (WP) are used to validate. A practical exercise was obtained from a factual selection problem in a recruitment task undertaken in an organization in which the authors consulted, and their Human Resources (HR) department wanted to check if their selection was justifiable. The result was that our approach was consistent and convincing to that HR, and theirs was not because our selection was satisfactory while theirs could not be corroborated using any method.

**Keywords :** candidate selection, SToR, SW, TOPSIS, WP

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