

## Psychological Testing in Industrial/Organizational Psychology: Validity and Reliability of Psychological Assessments in the Workplace

**Authors :** Melissa C. Monney

**Abstract :** Psychological testing has been of interest to researchers for many years as useful tools in assessing and diagnosing various disorders as well as to assist in understanding human behavior. However, for over 20 years now, researchers and laypersons alike have been interested in using them for other purposes, such as determining factors in employee selection, promotion, and even termination. In recent years, psychological assessments have been useful in facilitating workplace decision processing, regarding employee circulation within organizations. This literature review explores four of the most commonly used psychological tests in workplace environments, namely cognitive ability, emotional intelligence, integrity, and personality tests, as organizations have used these tests to assess different factors of human behavior as predictive measures of future employee behaviors. The findings suggest that while there is much controversy and debate regarding the validity and reliability of these tests in workplace settings as they were not originally designed for these purposes, the use of such assessments in the workplace has been useful in decreasing costs and employee turnover as well as increase job satisfaction by ensuring the right employees are selected for their roles.

**Keywords :** cognitive ability, personality testing, predictive validity, workplace behavior

**Conference Title :** ICIOP 2016 : International Conference on Industrial and Organizational Psychology

**Conference Location :** Singapore, Singapore

**Conference Dates :** November 21-22, 2016