

The Organisational Analysis and Assessment Centre

A new tool for university transformation

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Overview

- Case Overview
- Discussion of the issues

Case overview

- The Human Resource Development Programmes Unit administrates programmes in two disciplines.
- Demonstrations of the Assessment Centre between 2015 and 2017.
- Development of the OAAC in October 2018.

WHAT IS PSYCHOMETRIC TESTING?

Professors

Psychometric testing helps to make the most of an individual's strengths in order to ensure that the right person is in the right job. It is a scientific way of measuring an individual's abilities and personality traits. It is used to measure the cognitive and personality traits of people who apply for a job. It is used to measure the knowledge, skills, aptitude and personality of applicants. It is used to measure the aptitude of applicants to see if they are suitable for a job. It is used to measure the aptitude of applicants to see if they are suitable for a job. It is used to measure the aptitude of applicants to see if they are suitable for a job.

RAVEN'S STANDARD PROGRESSIVE MATRICES

Raven's Matrices is a commonly used test that is designed to measure a person's ability to solve abstract problems. It consists of a series of 36 items, each consisting of a 3x3 grid of shapes. The test is designed to measure a person's ability to identify the missing shape in the grid.

O'NET Interest and Ability

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THE SPSW ASSESSMENT CENTRE

- PSYCHOLOGICAL TESTS.
- WORKSHOPS
- COUNSELLING

THE DEPARTMENT OF SOCIOLOGY, PSYCHOLOGY AND SOCIAL WORK
 FACULTY OF SOCIAL SCIENCES



WHAT IS THE 16PF TEST?

The 16PF test is a personality test that measures 16 different personality factors. It is used to assess an individual's personality and to help them understand their own strengths and weaknesses. The test is based on the work of Raymond B. Cattell and is one of the most widely used personality tests in the world.

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TESTING ZONE

SPSW
ASSESSMENT
CENTRE

PLEASE
In Progress

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Why an OAAC?

- Intrapreneurial venture within an entrepreneurial university.
- Financial incentive
- Academic training ground
- Research in the discipline

Inside the OAAC

- Administrator conceptualised
- Administrator implemented
- Administrator marketed
- Administrator financed
- Administrator staffed

Beyond the OAAC

- The OAAC Experience as Template
 - Facilitating factors
 - Challenges
- Organisational research

Concluding thoughts

- Administrators must put themselves forward as organisational change agents and as organisational leaders.
- Administrators must reframe their self-concepts in order to change their role.
- Bonus Innovation Scheme and other incentives to shake the trees.