

USE OF PSYCHOMETRICS IN ORGANISATION DEVELOPMENT

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ABSTRACT

The growing complexity of the industries requires that organisations respond in an agile way to deal with changes. One hopes that there will be unified perspective of organization development and transformation. While the field is evolving and growing, such a view does not seem to exist. Traditionally Organisation Development has focused on structures and processes that influence workers' behavior and motivation. Later it has evolved to focus on creating learning organisations, knowledge management, and transformation of norms and values. How can companies deal with the ever changing context and remain successful.

Is Organization Development a field of art or science or both? How can OD help the organizations to learn from the past to address current problems and to shape the future?

Multiple definitions and perspectives of what is Organisation Development have evolved over a period of time. What comes out as common across all these models is the need to deal with the greatest asset of any organization – PEOPLE. In a world where data drives organisations how can we objectively and scientifically assess people?

The objective of this research is to understand the people dimension of the Organisation Development and how psychometric assessments can help bring in a scientific view of the personalities. We will look at some the existing instruments and their drawbacks and propose a battery of assessments that provide an integrated view of personalities.

KEYWORDS: Organisation Development, Psychometrics, Behavior, Attitude, Personality, Assessments