

Category: Work and Organizational Psychology

Presentation Type: Poster

A Survey on the Use of Assessment Center Applications in Organizations in Turkey

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Although there are some studies on AC applications (the level of practical applications) in Turkey, there is almost no research on AC applications in details to provide a comparison with studies abroad (different cultural environment). Thus, the aim of the research is to determine and evaluate AC features used by organizations in Turkey. Data is collected from 47 organizations from various industries in Turkey with the development of a measurement tool in the light of particularly the guideline for AC standards and data from earlier studies in European and North American countries. The research findings obtained within the general aim of the study were presented as General Features of AC, Job analysis and evaluation dimensions, Features of exercises, Additional diagnostic methods and computer usage, Features of Assessor, Types of information provided and assessment candidate usage, Features of decision making.