

From Face-to-Face to Digital: Transforming Assessment Tools for Virtual Platforms



The Background:

How Technology can Change Our Perspective on Assessment Center

Competency Based Human Resource is the most up-to-date HR framework in which individuals within the company are appraised not only from the performance, but also from their competence in doing their work. Until now, Assessment Center is perceived to be the most valid and reliable method of measuring one's competence within the organization, compared to other methods.

However, many companies consider that an assessment center is taking too long in the process. All the paper and pencil methods are also considered being not aligned with real work situation nowadays. Assessment center practitioners in PSI have come to the conclusion that changes needed to be done in order for assessment center to be more aligned with technology and new working environment. VirtualACTM has been developed to be the solutions to all the needs for assessment center across organizations.

About PSI and GML

PSI is one of the world's largest assessment companies, whose markets include Talent Measurement, Education, Certification, Digital Skills, Licensing, and Federal Government work in the UK. PSI is well established in the UK, but now with a strong focus on expanding international business, still on a growth trend – 9 acquisitions in 2 years and continuing.

PSI is also experienced in assessments in more than 50 languages, and has over 6,5 million assessments delivered each year. GML in Indonesia in partnership with PSI now comes with a solution to implement VirtualACTM as an assessment center method to measure competencies all across organizations.

Participants will have Information about:

- The importance of competencies in organization
- The role of assessment center in organization
- The utilization of virtual assessment center in organization

The Advantages:

- Can be implemented all over Indonesia only with internet connection
- Faster reports delivery
- Most up-to-date trusted tools and technology

Participants will also Get:

- Online training (2 hours per session)
- Pre-reading online in PDF format
- Opportunities to participate in VirtualACTM
- Assessment center reports in English
- White papers and case studies of assessment center from PSI A&DC

Workshop Outline:

Module 1:

- The Importance of Competencies and Assessment Center in Organization
- Ups and Downs of Assessment Center in Indonesia
- Methods and Tools of Assessment Center

Module 2:

- Research on Virtual ACTM by PSI
- Virtual ACTM as a method for Assessing Competencies in Organization
- Practicing Tools of Virtual ACTM

Module 3:

- Sharing Session of Virtual ACTM Experience
- Practicing Scoring Virtual ACTM as Assessors
- Generating Reports on Virtual ACTM

Module 4:

- One on One Virtual ACTM Feedback
- Developing Plans for Improvement Plan
- Sharing Session

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