



NATURE, SCOPE AND TECHNIQUES USED BY ASSESSMENT CENTRES TO EVALUATE THE PERFORMANCE OF A CANDIDATE

**A thesis
Presented to
The faculty of
Management Sciences
Bahria Institute of Management & Computer Science, Karachi**

**In partial fulfillment
Of the requirements for the
Degree of Master in Business Administration**

By

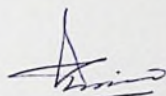
**SADIA AZAM KHAN
September 24, 2012**

BAHRIA UNIVERSITY
KARACHI CAMPUS

RECOMMENDATION FOR ORAL EXAMINATION

This thesis hereto attached, entitled, "Nature, Scope And Techniques Used By Assessment Centres To Evaluate The Performance of A Candidate" prepared and submitted by Sadia Azam Khan, in partial fulfilment of the requirements for the degree MASTER IN BUSINESS ADMINISTRATION, is hereby recommended for appropriate action.

Date: 37th September 2012



Advisor

Name: M. Amir Sultan

THESIS COMMITTEE

In partial fulfilment of the requirements for the degree of MASTER IN BUSINESS ADMINISTRATION, this thesis entitled, "Nature, Scope and Techniques Used By Assessment Centres to Evaluate the Performance of A Candidate" is hereby recommended for Oral Examination.

Examiner

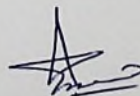
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Name: _____

Name: _____

Date: _____



Advisor

M. Amir Sultan

TABLE OF CONTENTS

Serial	Topic	Page #
1	CHAPTER NO 1: PROBLEM AND ITS BACKGROUND	1
a)	Introduction Of The Topic:	1
b)	Statement of the problem	1
c)	Significance Of The Study	2
d)	Scope of the study	2
e)	Delimitations	2
f)	Definition	3 – 5
2	CHAPTER NO 2: RESEARCH METHODOLOGY AND PROCEDURES	6
a)	Research Design	6
b)	Procedure	7
c)	Population	7
d)	Respondent of the study	7
e)	Research instrument	8
f)	Sources of data	8
g)	Treatment of the data	8
3	CHAPTER NO 3: REVIEW OF RELATED LITERATURE AND STUDIES	9
a)	Literature Review of the topic	9
b)	Company literature	12
c)	Introduction of unilever Pakistan	12
d)	Introduction of ICI Akzo Nobel	15
e)	Introduction of National food limited	16
4	CHAPTER NO 4: PRESENTATION ANALYSIS	17
a)	Presentation Of The data & analysis	17
b)	Analysis of graduate recruitment program of Unilever	17
c)	Analysis of graduate recruitment program of ICI Akzo Nobel	18
d)	Analysis of graduate recruitment program of National Foods Limited	19
e)	Result oriented by the questioner asked to Manager of Unilever	20
f)	Result oriented by the questioner asked to Manager of National foods.	24
g)	Result oriented by the questioner asked to Manager of ICI Akzo Nobel	28

5	CHAPTER NO 5: SUMMARY OF FINDINGS, CONCLUSION & RECOMMENDATIONS	31
a)	Summary Of The Findings	31
b)	Conclusion	32
c)	Recommendation	33
6	BIBLIOGRAPHY	34
7	APPENDIX	35

ABSTRACT

The purpose of this thesis was to investigate “**Nature, Scope and Techniques Used By Assessment Centres to Evaluate the Performance of a Candidate**”, the objective is to know closely and to search for the answer that relates to the managers perception about the significance and scope of assessment centres. The company’s most desirable asset is its employees, so it is important to keep the recruitment process on right method. This target can be achieved by right direction to judge the skills and competencies of the candidates, which beseech to their sense of team work and individual professional development. The nature of the study is both exploratory and descriptive. To gather the needed data, a survey of questionnaire was used. The respondent of the study are those managers who are directly conducting, running and inspecting the assessment centres and who are involved in that whole process of recruitment. The main task of running the assessment centres is to judge the skills and competencies if the candidates through different exercises which are based in job description and company business. Assessment centre recruitment method is one of the most organized and powerful tool to assess the job related skills and competencies of the candidates. It is very useful as well as helpful in assessing the candidates’ skills like leadership skill, time management, stress management, analytical skills, decision making power and other job related skills. They can be judge by different exercises like case study, in basket exercises, group discussions, presentations etc.