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

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By

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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.

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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.