



Institute of  
Business Administration  
Karachi

Leadership and Ideas for Tomorrow

## Workshop on Assessment and Recruitment: The right person for the right job

Human Resource  
Management

April 22 & 23, 2016

9:00am – 5:00pm

Venue: CEE@IBA, Karachi



### OVERVIEW

Job descriptions, however useful, are generally limited to academic background and professional expertise. The psychological bearings of the applicant are rarely considered when recruiting people for specific positions. Not all individuals are suitable for each job; there are several personal attributes as well that need to be taken into consideration. This workshop will focus on understanding how the capacity and potential of individuals can be factored in to fit the job description. The focus will be on assessment of the personality, intelligence and aptitude of the candidate, which will determine whether they are the right 'fit' for the job. Additionally, the emphasis will be on how to monitor the personal and professional evolution of the individual through their career so that the right kind of people can be sustained in the right kind of job.

### LEARNING OUTCOMES

- Understand the need to highlight the psychological aspects of work
- Establish differences between professional expertise and personal abilities
- Learn to deal with individuals who are qualified yet unfit for their jobs
- Recruitment on the basis of Intelligence
- Selection and progression due to Personality attributes
- Hiring on the basis of individual's Aptitude
- Sustaining human resource development through psychological indicators

### Who should attend?

Human Resource Directors and Managers;

Senior Managers; Project and Team Leaders;

Human Resource Officers; Administrative Heads of Units.



Center for Executive Education  
Institute of Business Administration

## FACULTY

**Dr. Shahzad Shafiqat** has a PhD in Social and Developmental Psychology from Cambridge University, UK. He has conducted research with International Agencies, Governments, Militaries and the Corporate sector extensively, and has lectured in dozens of countries across four continents. He has been part of several local and international Universities in the past, and has also served with the Pakistan Air Force. Over the past two decades, he has specialized in multiple domains of psychology including: military, clinical, criminal, human resource, social, and developmental. He is currently Assistant Professor at the Social Science and Liberal Arts Department of IBA, Karachi.

## TOPICS COVERED

- Understanding the dynamics of psychology in the workplace
- Segregating Academic/Professional skills from Psychological Attributes
- Problems with the wrong person in the right job
- Assessing candidates on dimensions of Intelligence
- Managing incorrect 'fits' in the workplace
- Identifying the significance of Personality traits in specific jobs
- Evaluating the Aptitude of applicants
- Monitoring performance and interest in work
- Sustaining development of human resources

## Workshop Fees

PKR 35,000/participant

Inclusive of Course material, BA Workshop Certificate,  
Lunch, Refreshments & Business networking

Experience

## EXECUTIVE EDUCATION

Center for Executive Education, IBA, Karachi

Center for Executive Education (CEE)  
Institute of Business Administration City Campus,  
Off Garden Road, Karachi-74400.

### For Further Information

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