Report on Bachelor / Master Thesis

Institute of Economic Studies, Faculty of Social Sciences, Charles University in Prague

Student:	Kristina Tsypushkina
Advisor:	Petr Pleticha
Title of the thesis:	Personality tests and their linkage to employee productivity

OVERALL ASSESSMENT (provided in English, Czech, or Slovak):

Contribution

Usage of personality traits in hiring is a relevant topic in both the corporate and academic world. Kristina analyzes a very rich dataset from a large consumer finance company where she carefully investigates the association of particular personality traits on employee productivity. Because the topic is often analyzed behind the curtain of the corporate world, her contribution is highly relevant for academia.

Methods

The methods are carefully chosen so that they perfectly fit the problem at hand. Their presentation is, at some point, maybe even too detailed, but it does not affect the flow of the thesis. However, the regression results are presented in a very clear fashion and the supportive visual analysis helps the presentation of the key arguments.

Literature

The paper provides satisfying and to the point literature review. I do not have any concerns regarding this part.

Manuscript form

The paper is very well written, and its structure is clear. Overall, the manuscript exceeds the expected level of a bachelor's thesis. The Czech language used in the paper is also very good which deserves recognition as it is not Kristina's native tongue.

Summary and suggested questions for the discussion during the defense

In summary, I believe it is a very good thesis deserving the highest grade. She demonstrated the capability of writing a very good analysis which is surely useful in practice but whose rigor is also acceptable in the academic world.

During the defense, I would like Kristina to elaborate on the fact that the model explained only little variation in the data. Is that really an issue? Or could her results be economically relevant for the company at hand anyway? She also hints that heterogeneity of the results across population should be the next in this line of research. How would she go about it?

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SUMMARY OF POINTS AWARDED (for details, see below):

CATEGORY		POINTS
Contribution	*(max. 30 points)*	28
Methods	*(max. 30 points)*	28
Literature	*(max. 20 points)*	18
Manuscript Form	*(max. 20 points)*	20
TOTAL POINTS	*(max. 100 points)*	**94**
GRADE	**(A – B – C – D – E – F)**	**A**

NAME OF THE REFEREE: Petr Pleticha

DATE OF EVALUATION: 5/15/2019

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Referee Signature

EXPLANATION OF CATEGORIES AND SCALE:

CONTRIBUTION: *The author presents original ideas on the topic demonstrating critical thinking and ability to draw conclusions based on the knowledge of relevant theory and empirics. There is a distinct value added of the thesis.*

Strong	*Average*	*Weak*
30	*15*	*0*

METHODS: *The tools used are relevant to the research question being investigated, and adequate to the author's level of studies. The thesis topic is comprehensively analyzed.*

Strong	*Average*	*Weak*
30	*15*	*0*

LITERATURE REVIEW: *The thesis demonstrates author's full understanding and command of recent literature. The author quotes relevant literature in a proper way.*

Strong	*Average*	*Weak*
20	*10*	*0*

MANUSCRIPT FORM: *The thesis is well structured. The student uses appropriate language and style, including academic format for graphs and tables. The text effectively refers to graphs and tables and disposes with a complete bibliography.*

Strong	*Average*	*Weak*
20	*10*	*0*

Overall grading:

TOTAL	GRADE
91 – 100	A
81 - 90	B
71 - 80	C
61 – 70	D
51 – 60	E
0 – 50	F