

Abstract

This thesis is devoted to the method of assessment centres and their predictive validity. The theoretical part is focused on the history and development of assessment centres, their design, course, participants, description of the most commonly used techniques, possible uses, advantages and disadvantages of this method. A separate chapter deals with their validity and methods of measuring validity in assessment centres. In addition, this section analyses related topics - adaptation of employees and employee turnover.

The empirical part focuses on describing and measuring the degree of predictive validity of an assessment centre, which have been used between years 2010 and 2012 by an unnamed insurance company for employee selection for a position Insurance Consultant. In this part of the thesis, the conducted research is characterized. The results showed that the predictive validity of assessment centres used in the organization was 0.20 – but this result was not found to be statistically significant. At the end there is the discussion about possible factors that might have influenced the research and consideration of the possibilities of increasing this assessment centre's validity.