

THE EFFECTIVENESS AND IMPORTANCE OF THE MBTI TEST IN HIRING PROCESS

I. Introduction

Myers-Briggs Type Indicator (MBTI) test is a popular personality assessment tool used by individuals and organizations to understand their own and others' personality traits.

The purpose of the MBTI test is to identify an individual's preferences in four different dichotomies, which result in 16 different personality types. The test is widely used in hiring and employee selection processes as a tool to predict job performance and organizational fit [1, p. 119].

The importance of employee selection and hiring process in organizations cannot be overstated. The success of an organization depends on its employees, and selecting the right candidate for a job is crucial for achieving organizational goals. Poor hiring decisions can result in decreased productivity, decreased job satisfaction, and increased turnover rates. Therefore, organizations are always on the lookout for effective selection tools, and the MBTI test is one of them [2, p. 187].

II. The effectiveness of the MBTI test in hiring

Theoretical basis of the MBTI test and its reliability and validity: The MBTI test is based on Carl Jung's theory of psychological types, which suggests that people have different preferences in how they perceive and judge information. The MBTI test measures these preferences in four different dichotomies: extraversion-introversion, sensing-intuition, thinking-feeling, and judging-perceiving [3, p. 22].

The reliability and validity of the MBTI test have been a topic of debate among researchers. While some studies suggest that the MBTI test has high reliability and validity, others suggest that it is not a reliable and valid tool for predicting job performance [4, p. 59].

Advantages and limitations of using the MBTI test in hiring: One advantage of using the MBTI test in hiring is that it can provide insight into an individual's personality preferences and help identify potential job-related strengths and weaknesses. It can also be used to promote team building and effective communication among employees [7, p. 82]. However, the MBTI test also has some limitations. It is a self-reported assessment, which means that the results may be influenced by an individual's self-perception or desire to present themselves in a positive light [8, p. 18]. Additionally, the MBTI test may not be suitable for predicting job performance in complex and dynamic work environments [9, p. 25].

III. The importance of the MBTI test in hiring. Role of personality traits in job performance and organizational fit.

Personality traits are considered to be important predictors of job performance and organizational fit [12, p. 58]. Research has shown that personality traits such as conscientiousness, agreeableness, and emotional stability are positively related to job performance [13, p. 123]. Additionally, personality traits such as extraversion and openness to experience have been found to be related to leadership potential [14, p.

12]. Therefore, using personality tests like the MBTI can help identify candidates who possess these desirable personality traits and are more likely to perform well in their job roles.

Contribution of MBTI in predicting job performance and organizational fit Research has found that the MBTI test can be useful in predicting job performance and organizational fit [15, p. 256]. For example, a study conducted by Barrick and Mount (1991) found that personality tests were useful in predicting job performance across a variety of occupations and job types [16, p. 167]. Another study by Brown and Keeping (2005) found that the MBTI test was a valid measure of personality and could be useful in identifying individuals who are likely to be successful in specific job roles [17, p. 379].

IV. Criticism and controversies Criticism of the MBTI test in terms of its validity and reliability

The MBTI test has been criticized for its validity and reliability. Some researchers have argued that the test lacks scientific evidence and is based on weak theoretical foundations [20, p. 267]. Others have pointed out that the test is too simplistic and fails to capture the complexity of human personality [21, p. 46]. Additionally, the test has been criticized for being too subjective and prone to bias [22, p. 75].

Controversies around the use of personality tests in hiring and employee selection There have been controversies around the use of personality tests in hiring and employee selection. Critics have argued that personality tests can be discriminatory and may unfairly disadvantage certain groups of individuals [23, p. 256]. Additionally, there are concerns that personality tests may not accurately predict job performance and may lead to incorrect hiring decisions [24, p. 76].

V. Conclusion

The MBTI test is a popular personality assessment tool used in hiring and employee selection processes. While the test has advantages in identifying an individual's personality traits and potential job-related strengths and weaknesses, it also has limitations in predicting job performance in complex and dynamic work environments. Additionally, there is ongoing debate regarding the use of personality tests in hiring and employee selection.

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