

ANALYSIS OF THE EFFECTIVENESS OF USING PSYCHOLOGICAL TESTS FOR RECRUITMENT OF PROSPECTIVE TNI OR POLRI CADETS

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Abstract

Research purposes This for-know analysis effectiveness use test psychology for recruitment candidate TNI cadets or National Police. The method used is qualitative, with a study field. As for the participants in the study, these are two prospective TNI and POLRI cadets. Research result This use of test psychology in recruitment of prospective TNI cadets or National Police is effective and useful in choosing individuals who are qualified, competent, and have integrity to join an organisation, whether military or police. Test psychology helps in evaluating various aspects of personality, motivation, and mental readiness, as well as ensuring that recruited members have appropriate moral and ethical values that meet the demands of their profession.

Keywords: Analysis, effectiveness test psychology, TNI cadets or National Police cm.

INTRODUCTION

In the environment of a company, human resources (HR) plays a crucial role, with quality employees becoming a key factor in effectiveness and growth (Khasan, 2020). Therefore, according to Lalong et al. (2023), the recruitment and selection process for employees becomes the main step in obtaining quality human resources. For that reason, test psychology has become a frequent tool used to measure the ability, potential, and personality of candidate employees. In the recruitment of new TNI cadet candidates or police officers, test psychology has become a tool not only for measuring an individual's technical ability but also for identifying characteristics appropriate to personality with the needs of the organisation. Test psychology often includes various aspects like intelligence, emotional intelligence, maturity, personality, motivation, and the ability to work in teams and face pressure (Gunarto, 2015).

For example, in an intelligence test emotionally, prospective cadets are tested to see how well they can recognise and manage emotions themselves, as well as understand and empathise with other people's emotions (Sujono et al., 2023) This matter is important. Because of the tasks carried out, especially in situations that require leadership or interaction, intense social and emotional abilities to manage emotion in a way that is effective can become key to success. Additionally, test psychology can also help evaluate the maturity and personality of Cadet candidates. Maturity This covers the ability to give a responsible answer, have high integrity, and