

<b>Title</b>	<b>MAPA: Personality Inventory</b> Masaklaw na Panukat ng Loob: A Filipino Personality Inventory
<b>Overview</b>	<p>Organizations around the world use personality tests to help make decisions about recruitment and <b>their</b> personnel requirements. Human resources units use such tests to determine whether an applicant is a good fit for the <b>role</b>, and more importantly, the company. <b>The instrument is not only limited to the field of</b> human resources management, but can also be used in counseling, education, and research, among others. <b>Widely used</b> tests are based on what is known as the Five-Factor Model of personality, which aims to account for the five <b>broad</b> personality traits.</p> <p>The Five-Factor Model of personality traits is <b>considered a breakthrough</b> in personality and personality-related research. Drawing from research strongly suggesting the model's validity in the Philippine setting, this <b>collaborative effort led to the development of</b> a five-factor instrument operationalizing the model using Filipino trait constructs.</p>
<b>Key Features</b>	Seven field tests undertaken over a period of three years have produced six successive versions of the inventory, the last of which was considered to have completed the test development process. The item and factor analyses for the sixth and final version, which contains 20 scales grouped into four per factor domain, were performed on a combined sample composed of students from UP Diliman, college students from three tertiary-level institutions in Metro Manila and the provinces, and adults from the Metro Manila area. The reliability of the 20 facet scales ranged from .65 to .81, with 12 being .70 or higher. The test development process ensured adequacy in content validity, keying balance for each of the scales, and the clarity of the five-factor structure for the 20 facets.
<b>Applications</b>	Human resource development, education, psychology, research
<b>User/Customer Edge</b>	<b>This Filipino Personality Inventory complements existing personality tests administered in various fields, providing greater insight for decision-makers and their respective firms.</b>
<b>Market Opportunities</b>	<b>Educators, researchers, and Philippine-based organizations can leverage the five-factor instrument to enhance their work on developing human resource capabilities.</b>
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