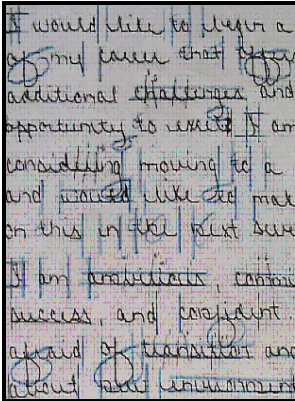


# Handwriting analysis in business - the use of graphology in personnel selection

Associated Business Programmes Ltd. - The Uses and Application of Handwriting Analysis



Description: -

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Employee selection.

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## Can and should employers use handwriting analysis (graphology) in the hiring process?

Users of Graphology As a personality analysis tool, graphology first caught on in Europe, with some estimates claiming that it was used by as many as 93 percent of companies in the 1990s.

### Graphology As a Personnel Selection Method

The process is often likened to the action of a seismograph, which picks up signals of earth movement and records them on the graph. In graphoanalysis, for example, slant is an indicator of emotional responsiveness. Reliability and Validity in Handwriting Analysis The major focus in employee selection is on the ability of selection instruments to predict one or more aspect of job performance.

### Graphology As a Personnel Selection Method

The employer would be required to demonstrate that the test is a proportionate means of achieving a legitimate aim.

### Personnel Recruitment Selection

Despite the lack of evidence of a direct link between handwriting analysis and various measures of job performance, many companies continue to persist in its use.

## Can and should employers use handwriting analysis (graphology) in the hiring process?

A selection test is useful only to the extent that it has demonstrated validity, defined as the ability to infer or predict some aspect of job performance based on scores on the test.

### Handwriting Analysis in Hiring

The Employment Agency H W Group says that graphology is used by 6pc of large and medium-sized companies in the UK. For the practicing manager, it appears that the scientific evidence suggests that handwriting analysis should have little, if any, role in the staffing process and that managers should rely on other measures of personality, such as contemporary measures of the Big Five personality instruments. The series execution of writing contains advanced prioritized planning and parallel cognition.

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