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MAY 27 1988

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EXEC.

~~D. C. H. S.~~



INDUSTRIAL RELATIONS MANAGEMENT ASSOCIATION OF BRITISH COLUMBIA

610 - 1155 West Pender Street, Vancouver, B.C., Canada V6E 2P4 (604) 684-7228

**Personnel Testing
What Place in Human Resources Management?**

DATE: THURSDAY, June 23, 1988

PLACE: The Westin Bayshore Hotel
1601 West Georgia Street
Vancouver, B.C.

TIME:	8:00 a.m. -	8:30 a.m.	Registration
	8:30 a.m. -	12:00 p.m.	Program
	12:00 p.m. -	1:00 p.m.	Lunch
	1:00 p.m. -	4:30 p.m.	Program

Content: Numerous tests, some quite controversial, are used throughout the human resources community to measure ability, aptitudes, personality and interests. This seminar will explore the identification, selection, and use of various testing instruments in Recruitment, Career Counselling and Performance Management. The following questions will be addressed:

- What can tests do? What can they not do?
- How do you evaluate tests and/or testing consultants?
- How do you interpret and assess test results?
- Can you construct tests to suit your particular needs?
- What standards and ethical principles should be considered?
- Are we verging on another backlash against testing?

SPEAKERS

Dr. Cec Brown

Director/Psychologist
Murray Axmith Western, Ltd.
Specialists in Relocation/Outplacement Counseling

Cec has many years of practical experience and current practise in the use of tests in career guidance, performance management and recruitment. He holds a Ph.D. in Educational Psychology from the University of Alberta where he specialized in and taught measurement, evaluation and test construction.

PLEASE SEE REVERSE

Dr. Stephen Flamer

Psychologist, Medical Services
Workers' Compensation Board

In addition to his assessment/therapeutic role with clients of WCB, Stephen has consulted to the Human Resources Department on staffing issues. Over a number of years, he has provided assessments and counselling for private sector organizations for use in career planning, recruitment and employee assistance programming. He earned his Ph.D. at the University of Minnesota and is currently teaching a course in assessment at Simon Fraser University.

WHO SHOULD ATTEND

- . Senior human resources personnel.
- . Anyone responsible for the function of assessment and interpretation of results in recruitment, career counselling, and/or performance management.

Personnel Testing What Place in Human Resources Management?

NAME: _____ TELEPHONE: _____

TITLE: _____ IRMA MEMBER [] \$145.00
NON-MEMBER [] \$190.00

COMPANY: _____ STUDENT [] \$ 72.50
(Includes Lunch)

ADDRESS: _____
_____ CHEQUE ENCLOSED []
_____ WILL PAY AT DOOR []

CANCELLATION POLICY. A full refund will be made up to one week prior to the seminar. Registrants who are absent without such cancellation will be invoiced. The member rate will apply when three or more individuals from the same company register. Substitutions are permitted up to the day of the seminar. However, only IRMA members are eligible for the lower rate. Memberships in IRMA are on an individual, not organizational basis.

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EXTRAORDINARY EXECUTIVE MEETING
FRIDAY, 24 JUNE, 1988
MINUTES

PRESENT: Susan Claybo; Marion Gordon; Pam Lundrigan, Chair;
Patsi McMurchy; Lee Miltimore

The Chair explained that the purpose of this meeting was to discuss the content of the proposed July newsletter. An item was included which, it was felt, would not be appreciated by the Membership. She pointed out that the Communications Committee has a policy which precludes inclusion of unsigned material, although, if a signature is included with a submission, it may be printed over "name withheld by request". She felt that the membership was likely to feel that their money was being wasted in printing this material. The question before the Committee was whether or not this item should be pulled from the Newsletter.

It was decided by the Committee that the questionable item be isolated from the Newsletter, but circulated with it, and that a ballot be included requesting feedback from the membership indicating their approval or otherwise of the Executive's decision to withdraw the item.

The Executive drafted a letter to the Membership to be included in the newsletter explaining the rationale for withdrawing the questionable item.

The meeting adjourned at 5:15 p.m.

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