

Date: 3 May 2019

Time: 11h00

Venue: Old Mutual, Building 6-110

Refreshments: Optentia House, Building 22

Topic:

Risk Management Through the Psychological Looking-Glass

Abstract

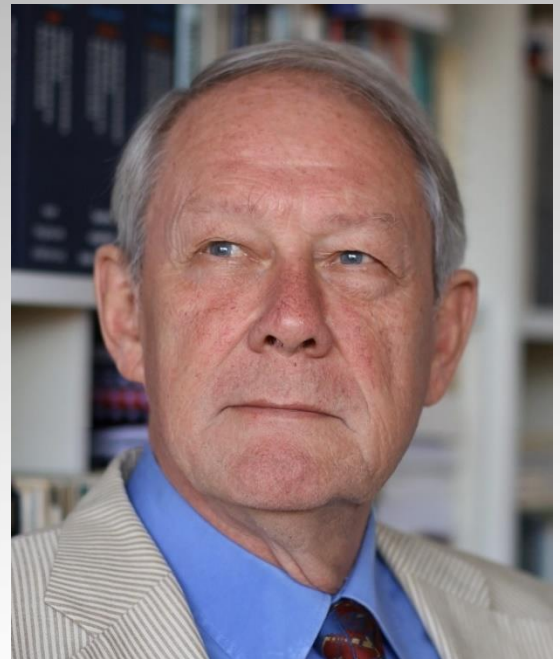
Risk management research in the Enhancing Risk Culture research programme has until now focused on group-based aspects of organisational risk culture and climate. Using the perspective of individual differences psychology, in this presentation, it first is argued that employee personality and other individual characteristics likewise are important, among others for individuals in risk management and decision-making positions. Second, when a risk situation happens, such characteristics may affect the interpretation and attribution of the event, and subsequently one's reaction towards the incident. Nevertheless, Ajzen's classic theory of planned behaviour maintains that attitudes towards risks may not be strongly related to risk-related intentions and actual risk-related behaviour of individuals.

Third, it is reasoned that many risk-relevant individual-level characteristics are similarly relevant for organisational risk culture and climate. The question will finally be posed whether individual differences are more important than societal differences for risk management purposes. Examples from our research and the psychological literature at large will illustrate our lines of thought. Psychometric complexities in assessing characteristics of individuals and organisations are highlighted, and several guidelines for practice are provided.



Marise Ph. Born is Full Professor of Personnel Psychology at the Erasmus University Rotterdam, the Netherlands. She also is an Extraordinary Professor of Industrial and Personnel Psychology at the Free University Amsterdam and Extraordinary Professor at the North-West University, South Africa. Her research interests are in the domains of personnel selection, cross-cultural psychology, test development and assessment, big data and algorithms in psychological assessment, and personality and individual differences. Her PhD-students focus on such diverse topics as the psychometric qualities of the Video CV and the Webcam test, judgment accuracy of interviewers in personnel selection, and person-organization fit. She has published as (co)author over 100 articles in peer-reviewed journals and has advised more than 20 PhD students. Currently, she is Chair of the Board of NSVP (Dutch Foundation for Psychotechnics, www.nsvp.nl). For many years she was a member of the COTAN, the Committee of Testing Affairs of the Dutch Institute for Psychologists NIP. From 2008-2010 she was president of the International Test Commission ITC (www.intestcom.org). She was Chair of the Board of the Department of Psychology at the Erasmus University from 2009-2015. In 2006, Marise co-founded the Dutch-Flemish network for recruitment and selection research, in collaboration with Prof. Rob R. Meijer, Groningen University (<http://dfn-sr.eu/>).

As part of the task force of ISO 10667, she had responsibility in launching a worldwide ISO Standard on the assessment of people for work-related purposes in 2010 (www.iso.org). She is a member of the Royal Holland Society of Sciences and Humanities (<http://www.khmw.nl/about>), and an associate member of iMERR (www.imerr.nl). Her website address is: <https://www.eur.nl/people/m-ph-born/>



Henk van der Flier was Professor and Head of the Department of Work and Organizational Psychology at the Vrije Universiteit Amsterdam until 2008. Presently he is an Extraordinary Professor at the North-West University, South Africa. His research interests are in the fields of Working Conditions, Safety, Personnel Selection, Psychometrics and Cross-Cultural Psychology. Among his publications in international journals are those on Educational Selection in developing countries (Kenya and Tanzania), Person Fit (Aberrance Scores), Item Bias (Iterative Logit Method) and Safety errors (Railway Signals Passed at Danger). He was also involved in studies concerning the use of selection tests for immigrant groups in the Netherlands, the Flynn Effect, evaluation and improvement of Assessment Center Methods and selection of students for a Pre-entry Science Program in South Africa.