

## The Study of Applying Assessment Center Methods on Senior Civil Service Development Programs

### **Abstract**

The Civil Service Protection and Training Commission (CSPTC) will launch innovative initiatives including development programs for Senior civil service, establishing assessment mechanism to cultivate trainees' leadership and decision-making competencies to enhance better government performance.

This research aims to provide feasible advices and suggestions for the CSPTC's "Take Off Program for Senior Civil Service — 2010 Trial Implementation Plan" through applying assessment center method to screen and identify high potentials. To meet the research objectives, the methods of literature review, focus group were employed to design and develop the assessment exercises as training evaluation tools of Senior Civil Service development training programs.

Some suggestions are proposed based on the research findings as the following,

#### **A. Research conclusions**

1. The idea of applying ACM can meet the trend of strategic human resource development
2. It's recommended to apply ACM for training evaluation.
3. The development of exercise items, training of assessors and role-players are critical issues for successful application of assessment center in the near future.

#### **B. Research recommendations**

1. Certification programs for assessors should be well-prepared to select proper assessors.
2. assessment dimensions(competencies) should be based on job analysis and specific.

3. reliability analysis and validation should be a long term and ongoing work.
4. The development of on-line in-basket should be in high priority.