Research Paper Law

Applicability of the Turkish Armed Forces Personality Inventory in the Recruitment and Selection of Students*

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ABSTRACT

As the most essential function of the Human Resources Method, we encounter with the personnel recruitment and selection process. The most important goal for all institutions is to recruit the best personnel. When the personnel performance relationship is considered, many factors confront us. Among these factors, we are confronted with personality as the most principal factor that predicts the personnel performance. The way of measuring personality is, however, is to perform personality tests developed. The fact that the personality tests contain cultural features and being specific to work increases the prediction capacity. The purpose of this study is to research the applicability of the Turkish Armed Forces Personality Inventory (TAFPI), which has been developed in the Turkish culture and which is used in the recruitment of contracted officer, in the student recruitment to a military school. For this, the TAFPI was applied to the first-grade students who study at a military academy in Turkey. The student assessments were received with the performance assessment form by the first registration chief commanders in the school. The data was analyzed by Lisrel 8.80 and SPSS 22.0 programs. As a conclusion, it was revealed that the TAFPI is a valid and reliable test that is applicable in the student recruitment.

KEYWORDS Personality Test, Recruitment and Selection, Validity, Reliability

INTRODUCTION

The fact that lies behind the transition from the personnel management to the human resources management arises from that the human being has been started to be seen not only as merely a cost element, but also as an intellectual capital for the enterprises or institutions. The success of an institution or organization depends on the fact that it makes good use of the material and human elements it has; and the fact that it uses the physical resources in an effective manner depends on the human factor. The human resources management consists of many sub-function areas. When considered in terms of these functions, probably we are confronted with the personnel recruitment and selection (staffing) as the most essential function of the sense of human resources management.

The purpose of the personnel recruitment and selection system is to be able to recruit the best personnel.Different approaches are revealed in order to be able to recruit the best personnel and these functions are fulfilled by following different paths. Personality is an important determinant of the individual behaviors in the working and social environments. The basic tool that is used in the measurement of personality which is the addition of the physiological, mental and psychological characteristics of individuals is the personality tests (Sigriand Gurbuz, 2011). Some of these tests can be general tests and certain tests, however, are the tests which have been developed as specific to work and the validity and reliability of which have been proved in terms of psychometry. The personality tests which measure the characteristics specific to work have been started to be developed with reference to the idea that the personnel should have the personality characteristics to be able to accomplish the work. When the criterion-based validity of the personality tests established as a result of these studies are examined, it has been proved that the personality tests specific to work predict performance better and their psychometric characteristics are better (Sumer, Sumer, DemirutkuandCifci, 2001;Ashton, Paunonenand Lee, 2014).

LITERATURE REVIEW

Although there is no agreement on the definition of personality between the researchers, there is a consensus that personality is the coherent characteristics which affect the behaviors of people (Mount, et al., 2005: 448). Personality can be defined as the individual differences which account the behaviors shown in diverse conditions, which are experienced between people, which are based on experience and the differences in the emotional attitudes and modes (McCrae and Costa, 1991: 37). The performance assessment reveals the success status of the personnel in the work and their future potentials. During the planning of the human resources, the relationship between the performance of the existing personnel and the recruitment process is examined. With this relationship, the regulations necessary for not selecting persons whose performance is not sufficient at the stage of recruitment and selection are applied to the selection process. In this respect, taking into consideration performance at the recruitment and selection stage will eliminate such inappropriate decisions (Uyargil, 2010).

The meta-analysis study carried out by Barrickand Mount (1991) confronts us as an essential step in revealing the relationship of t6he personality tests with performance. Barrickand Mount compared the business competency, educational competency and personnel information for five occupations with the factors of the Five Factor Personality Test. They revealed that self-discipline is a determining factor for the performance of all occupational groups, extraversion determines the performance for two occupational groups, and openness to experience is the prediction capacity in proving the educational competency for two occupational groups. They asserted that there are relationships between the other personality factors and certain performances of certain occupations. As a result of the study, it was proved that the Five Factor Personality characteristics are useful for the personnel selection.

The meta-analysis study, which covers 494 studies and 13.521 personality samples, of Tett, Jackson and Rothstein (1991) is another basic study that offers an insight into the personality-performance relationship. The values found in this study correspond to approximately two times of the values found by Barrickand Mount. This study asserted that the personality

tests with reference to the characteristic approach can always be used. This study indicated that personality predicts performance particularly in military environment better than performance in civil environments. As a conclusion, this study establishes the capacity of personality in predicting performance.

Sumer, Sumer, Cifciand Demirutku (2000) used the TSKKE and Short Symptom Inventory in the study they carried out on 1111 officers. They tested the structural validity of the TAFPI in this study. As a result of this study, they stated that the TAFPI and SSI show low and negative correlation. Furthermore, they revealed that those getting high scores from the TAFPIshow lower psychological symptoms.

AlessandriandVecchione (2012) examined the relationship between the Five Factor Personality characteristics and the business performance in their study. The relationship of the self-discipline with the business performance was higher than all meta-analysis studies that had been previously carried out (r=.42). This study puts forward the capacity of the personality characteristics to predict performance.

In the meta-analysis study carried out by Salgado andTauriz (2014), the relationship between personality and business performance by taking the Five Factor Personality characteristics and the variables in the meta-analyses that had been previously carried out. As a result of this study, the results similar to those of the study carried out by Barrickand Mount were set forward. Self-discipline was established once more as the factor which has the highest prediction capacity in predicting the business performance.

The Turkish Armed Forces Personality Inventory (TAFPI) has a structure that is composed of 19 first orderfactors and four second orderfactors. These second orderfactors are sorted as Military, leadership, conscientiousness, extraversion-agreeableness. This structure was revealed by the validity and reliability study performed on officers by Sumer et al. (2000). In the study, it is expected that the structure consisting of 19 first orderfactors and 4 second orderfactors will be revealed in the same manner as a result of the application of this test to the students who study at a military school. In this respect, our first hypothesis establishedis;

H (Factor structure): The Turkish Armed Forces Personality Inventory (TAFPI) will show a structure that is composed of 19 first orderfactors and four second orderfactors.

The studies which put forward that the personality tests predict the business performances of the persons (Kuncel, Ones andSackett, 2010; AleessadriandVecchione, 2012; Berry, Kim, Wang, Thompson and Mobley, 2013) have been started to be a provision required for the criterion-based validity of the personality tests. In this respect, when performance is measured with the form developed to measure performance, a relationship between the first order factors of the TAFPI and performance.

H(performance): Personality is significantly related to performance.

PURPOSE OF THE RESEARCH

The main purpose of this study is to research the applicability of the Turkish Armed Forces Personality Inventory (TAFPI) in the student recruitment and selection for a military school by examining the Turkish Armed Forces Personality Inventory (TAFPI), which aims at selecting the ideal officer candidate at the stage of officer recruitment to the army and the validity and reliability study of which had been previously performed in military context, and by carrying out the validity and reliability study of the TAFPI in a military school, which takes training the ideal officer for the army as a goal.

METHOD

Design of the Research: In the research, quantitative data collection methods will be used.The TAFPI will be applied to the sample and the performance assessments will be received from the Team commanders. Afterwards, the confirmatory factor analysis will be made and the relationship of the scale with performance will be examined in order to confirm the structure of the scale.

Data Collection Tools: The Turkish Armed Forces Personality Inventory (TAFPI): The test developed by Sumer et al. (2000) has a four-factor structure. These are composed of Military, leadership, conscientiousness, extraversion-agreeableness-factors.There are totally 19 first orderfactors under these 4 factors.When considered in terms of first orderfactors, the test-retest reliability varies between 0.62 and 0.74.

Performance Assessment Form: The performance assessments, however, were collected with the form prepared according to the relative assessment method. This method helps the assessor to specify the relative differences between his inferiors. Training was given to the assessors for filling in the form. It was revealed by various studies that this method is the method which establishes the actual performance best (Goffin, Jelley, Powell and Johnston, 2009). In the study, however, the Turkish Armed Forces Commanders were asked to assess the students relatively, to give a grade from 1 to 100 and not to give the same grade to two persons in consideration of the military standards expected from the first-grade military students.

Sample: Within the scope of the research, the purposeful sampling method was used and the first-grade students who study in a military school and who are the citizens of the Republic of Turkey were included in the survey study.

FINDINGS

For the structure of a scale to be confirmed with the data collected, the confirmatory factor analysis (CFA) should be made. For this purpose, the data collected with the TAFPI was entered into LISREL 8.80 program and the structure of the model was tested. The indexes which are reported most in the literature were reported. The structure which consists of 19 first orderfactors and 4 second order factor and 3 independent factors was tested. The findings obtained with regard to the model are X^2 =3614.60, p<.05, Sd=729, GFI=0.90, CFI=0.93, RMSEA=0.078, X^2/Sd=4.95. The values which are generally accepted in the literate are such that X^2/Sd is lower than 5, GFI, CFI values are above 0.90 and RMSEA is below 0.08. When considering the goodness of fit values which are accepted in the literature according to these results, it is seen that all values have acceptable goodness of fit values. In this case, $H_{(factor)}$ hypothesis was accepted.

Afterwards, the relationship between personality and the performance of the students was examined. The relationships were examined according to the data given in the Table-1. A significant and positive relationship between general performance and orderliness (r=.120, p<.05); a significant and positive relationship between general performance and military spirit (r=.135, p<.05); a significant and positive relationship between general performance and discipline (r=.088, p<.05); a significant and positive relationship between general performance and group management (r=.186, p<.01); a significant and positive relationship between general performance and persuasiveness(r=.124, p<.05); a significant and positive relationship between general performance and decisiveness(r=.102, p<.05); a significant and positive relationship between general performance and decision making (r=.107, p<.05); a significant and positive relationship between general performance and problem solving (r=.124, p<.05); a significant and positive relationship between general performance and openness to experience(r=.116, p<.05); a significant and positive relationship between general performance and planning (r=.121, p<.05); a significant and positive relationship between general performance and work discipline (r=.105, p<.05); a significant and positive relationship between general performance and superior relations(r=.113, p<.05); a significant and positive relationship between general performance

and self-esteem(r=.141, p<.01) are seen. It is seen that totally thirteen factors are related to general performance. Also, it is remarkable that the factors which are not in a significant relationship with performance are positive as well. When these results are evaluated together, $H_{(performance)}$hypothesis was supported.

When the internal consistency reliability coefficients of the TAFPI were examined, it was found that the internal consistency reliability coefficients vary between .71 and .84. Although there is no consensus in the literature with regard to the lower limit of the internal consistency reliability coefficient, .70 is usually accepted as the lower limit. The item loads were examined one by one and it was found that there is no need to delete any item.(Deleting any item in the section "If item deleted"does not increase the reliability coefficient.) In the study carried out by Sumer et al., the test-retest reliability varies between .62 and .74. However, the test-retest reliability is used when developing scale and performing standardization study. As the lower limit, .60 value is taken in the test-retest reliability. According to these results, it was revealed that the TAFPI is a reliable measuring tool.

Table-1 TAFPI, Performance average, standard deviation and correlation table

	MEAN	STANDARD DEVIATION	Performance
Orderliness	4,89	,64	,120*
Strength of Character	4,79	,69	,008
Military Spirit	4,78	,66	,135*
Discipline	4,21	,73	,088*
Group management	4,73	,60	,186**
Persuasiveness	4,66	,63	,124*
Stress Tolerance	4,30	,64	,003
Decisiveness	4,76	,62	,102*
Decision Making	4,69	,64	,107*
Problem Solving	4,68	,57	,124*
Openness to Experience	4,49	,53	,116*
Planning	4,85	,60	,121*
Work Discipline	4,81	,61	,105*
Sociability	4,60	,57	,096 p=.07
Social Extraversion	4,88	,64	,341
Superior Relations	5,02	,51	,113*
Monitoring Task Progress	4,70	,68	,047
Communication	4,73	,67	,003
Self-esteem	4,80	,58	,141**

** p<.01
* p<.05

CONCLUSION

As a result of the analyses performed, it was found that the TAFPI has a sufficient reliability level, it has a sufficient model goodness of fit index as a result of the CFA and its 13 first orderfactors significantly predict performance. As a conclusion, the TAFPI has the sufficient validity and reliability level in order to be applied in the military student recruitment and selection.

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