

Professional selection in employment as a factor for economic benefit in conditions of energy crisis in the Republic of North Macedonia

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Abstract

The global energy crisis has increased the importance of human resources as a key factor for the success and competitive advantage of companies in times of crisis. In this context, investments in recruiting and selecting adequate human resources that possess human capital are especially important, which will contribute to better production and economic results in companies. A professional selection that enables the selection of high-performance human resources is among the most important activities in the strategy of any organization. This paper is focused on modern models of professional selection based on psychological tests in the energy companies in North Macedonia. The paper provided evidence that professional selection with the help of psychological tests of ability and personality has practical applicability in the selection of adequate staff, which is a short-term opportunity to invest in human capital. The research part examined the relationship between intellectual abilities and personality traits with work performance, using a sample of 112 respondents employed in a large electricity company in North Macedonia. The obtained results showed a significant correlation between the successful performance of the employees and the obtained results with tests of skills and personality ($R = 0.824$; $p < 0.01$). These findings provide evidence of the benefits of effective human resource selection practices with the help of psychological tests, which reflect organizational results through increased quality of applicants, but also through reduced opportunities for selection of candidates that can have an extremely negative impact on the company development. Concluding recommendations of the paper are that it is necessary to invest in modern methods of professional selection with psychological tests, in order to hire high-performance human resources.

Keywords: professional selection, psychological tests, human capital.

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