

UNAM Researchers Collaborate with Industry Experts to Develop Psychometric Instrument in Namibia

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Colleagues from the Department of Psychology and Social Work at the University of Namibia (UNAM) recently became part of pioneers in the world of psychometric instrument development. The test will be used to enhance the recruitment and selection of job applicants across industries.

In August 2024, psychology lecturers at UNAM were awarded a grant to develop the psychometric tool for recruitment and selection tailored for Namibian employees.

This initiative is financed by the African Centre for Technology Studies (ACTS) based in Kenya, while the National Commission on Research, Science and Technology (NCRST) of Namibia will oversee the project's monitoring and evaluation.



The intention was to start the project much earlier but due to challenges related to the review of proposals and administrative delays, the project only commenced in August 2024.

Dr Annelisa Murangi, one of the three principal investigators, expressed her excitement and privilege for this historical moment and meaningful opportunity. "To be part of such an important national project is priceless", Dr Murangi noted.

The project is led by fellow principal investigators, Associate Professor Poonam Dhaka and Associate Professor Wesley Pieters. The team consist of seasoned researchers and research assistants within the field of Industrial/Organisational Psychology; Psychometrics and Human Resource Capital.



On 10 October 2024, the principal investigators engaged with industry experts to gather insights and confirm the instrument's relevance to the industry. The session highlighted the necessity for increased collaboration between industry and academia to improve the significance of such advancements.

The session was attended by industry experts from private practices, Nampower, Namwater, the University of Namibia, City of Windhoek, and the International University of Management.

The colleagues from industry thanked the principal investigators for the invitation. "We are honoured to be part of such an important milestone within our discipline", one expert noted.



The pilot testing is scheduled for October 2024 to March 2025 and employees are invited to participate in the project. Being a participant in the study ensures that the instrument is relevant and applicable to the industry.

For any additional information or future collaboration, please contact Associate Professor Wesley Pieters (wpieters@unam.na; 061 206 3056).