

Abstract:

The first purpose of this study was to map the field of psychodiagnostic methods in the selection process for the position of Air traffic controller in selected countries in Central Europe. The second one was to see how differs the results of FEAST and psychological testing among different groups of candidates in relation to their success in training.

This is a quantitative research. The method used in collecting data was the analysis of results of selected tests for individual candidates. The research was realized at 93 candidates who successfully completed the selection procedure for the position of the Air traffic controller at ŘLP ČR from 2005 - 2009. The data were analyzed using SPSS statistical program.

In the vast majority of performance or personality tests did any statistically significant difference was not found between the group of successful and unsuccessful candidates in training. A statistically significant difference was detected in the scale "Noticed matches" in the FEAST test battery, where unsuccessful candidates scored above. Another one was discovered in the test CAQ in factor Q1: Radicalism, where successful candidates achieved lower scores than the unsuccessful.

We believe that candidates who manage the selection procedure are so good that it is not possible their further differentiation by the performance or personality tests.

Success or failure in training therefore probably depends on some personality traits and competencies that can not be ascertained by using psychological tests. As a suitable method that could detect these competencies we recommend the method of assessment center.