

Importance Of Dermatoglyphics Multiple Intelligence Test In Selection And Competency Development Of Working Employees

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ABSTRACT

Corporate sectors are facing severe pressure in selection and competency development process to find right candidate for right job. Many techniques have been used but turned to futile to select right manpower at right place. In today's competition, corporates are trying to check and implement new invention in recruitment and selection process. Every employer looks for competent highly skilled and knowledgeable employees that fit best at their job responsibilities. Dermatoglyphics is the scientific study of ridged skin patterns found on fingers, toes and palms. Dermatoglyphics Multiple Intelligence test helps to identify skills of employees. This paper emphasis on the importance and roleof DMIT as a tool of selection and competency development of working employees in emerging work culture of corporate. It focuses on the importance of finger prints to identify best suitable employee at their job profiles. It will help in identifying Dermatoglyphics as recruitment and selection tool for hiring right person at right place.

1. INTRODUCTION

Dermatoglyphics is derived from the combination of two Greek words Derma and glyph. Dermatoglyphics is the scientific study of the fingerprints. Dermatoglyphics refers to the branch of science which studies the patterns of skins (dermal) ridges present on the fingers, toes and the soles of human being. Its reveals the congenital links between our fingers and our intrinsic qualities and talents. Dermatoglyphics has absolute scientific basis, with 200 years of research. It is analyzed and proven with evidence in anthropology, genetics, medicine and statistics. The finger prints allow to known what is required for career development and how an individual can learn it.

1.1. Fundamental Concepts

1.1.1. Features of Dermatoglyphics

Before the formation of dermatoglyphs, Hirsch and Schweicher has discovered that both blood vessels and dermal nerves are arranged in parallel with organized specific patterns. This study reveals that both vascular and nervous system are responsible for the formation of dermatoglyphics. From anatomical point of view, human hands dominate all other organs in concern with relative information of an individual. Thus, hands acts as best source for gathering both physiological and psychological information of an individual. The main features of Dermatoglyphics of an individual is that fingerprints formation are unique and invariance in nature.

1.1.2. Dermatoglyphic Multiple Intelligence Test: A Tool

DMIT is a psychometric test which was developed on an old theory given by Dr. Howard Gardner. His multiple intelligence theory emphasis on nine forms of intelligence which involves spatial, linguistic, logical, musical, interpersonal, intrapersonal, naturalistic, bodily-kinesthetic and existential. DMIT test was recognized by Prof Lin, later he turned applied knowledge of fingerprints study into semi-automated computer software. He was responsible to analyze and develop Dermatoglyphics technology that was able to generate comprehensive report about an individual hidden talent, skills and behavioral characteristics.

2. LITERATURE REVIEW

Dermatoglyphics pattern is accepted as Diagnostic tool over the past 20 years and has been extended into public research field as a dominant science. It reveals the congenital links between our fingers and our intrinsic qualities of an individual strength and weakness. By knowing these potentials earlier, one can make effort to enhance and train his/her own strengths so that learning becomes most pleasurable and effective. Doctor **Harold Cummins**, M.D. is universally acknowledged as the Father of 'Dermatoglyphics' Nearly two centuries ago since year 1823, scientists discovered the relevance of fingerprints and multiple intelligence of human. Later, medical research verified that the formation of fingerprint started at week 13 of embryonic stage, and completed at week 21. Both the brain development and the dermal ridges were growing simultaneously. This principle has been proven by few professional experts, and was being listed in some clinical research. It has been widely recognized in China for this outstanding discovery. Later on, numerous scientists and medical experts studied on the Dermatoglyphics by observing, recording, comparing, assembling and eventually organizing all the data in order to obtain an accurate analysis of the hidden talents and strengths of an individual. Some of the studied literature reviews are mentioned below:

1892	Sir Francis Galton – A British anthropologist and a cousin of Charles Darwin, He published his book, "Fingerprints", establishing the individuality and permanence
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	of fingerprints. The book included the first classification system for fingerprints
1926	Harold Cummins, M.D. aka. the Father of Dermatoglyphics. And C.Midlo, M.D.studied all aspects of fingerprint analysis, from anthropology to genetics and embryology perspective. 1943 Published book, Finger Prints, Palms and Soles, a bible in the field of dermatoglyphics
1944	Dr Julius Spier published The Hands of Children, analysis children's Psychological personality development using the Dermatoglyphics method.
70's	USSR - Using Dermatoglyphics in selecting the contestant for Olympics. 1980's China carry out researching work of human potential, intelligence and talents in dermatoglyphics and human genome perspective.
1976	Schaumann and Alter's 'Dermatoglyphics in Medical Disorders' published.Significant investigations have also been carried out into the dermatoglyphics indicators of congenital heart disease, leukaemia, cancer, coeliac disease, intestinal disorders, rubella embryopathy, Alzheimer's disease, schizophrenia as well as other forms of mental illness. Dermatoglyphics research being directed into genetic research and the diagnosis of chromosomal defects
1981	<ol style="list-style-type: none"> 1. Roger W. Sperry won biomedical Nobel Prize with his left and right brain function's research. 2. Japanese medical experts published "close relationship between hands and brain"
1983	In 1983 a researcher and professor at Harvard University named Howard Gardner proposed a new view of intelligence that has been widely embraced since its publication,
1985	Dr. Chen Yi Mou Phd of Harvard University research Dermatoglyphics based on Multiple Intelligence theory of Dr. Howard Gardner.First apply dermatoglyphics to educational fields and brain physiology
1987-1993	Fitzherbert School representative of Dermatoglyphics study, published 300 articles on anthropology, anatomy, medical application.
1992	Dr. Chen Yi Mou Introduce Dermatoglyphics in Taiwan.
1994	Sarah B. Holt Ph.D , published weekly Clinical Journal of Pediatrics. The imprint of life (Dermatoglyphics) is based on lengthy scientific research, from doctors and psychiatrists physicians using the same principle, on health and behavior, as has been proven around the world, more than 7,000 dermatoglyphics article, which was published in related medical journals
2007	ADRC"Dermatoglyphics Multiple Intelligent Analysis Report" test centre wishing to promote this knowledge aggressively, hoping to contribute to English speaking Education sector.

3. NEED FOR THE STUDY

Nowadays, corporates has adopted different selection approaches to select competent employees at working station. Social media like Facebook, LinkedIn, Twitter etc. are widely used for recruiting manpower in the organization. Internet recruitment services involve job search engines and websites that allows to collect various candidates for specific job profile by advertising. Traditional methods which includes publishing job advertisements in newspaper for gaining attention of jobseekers. Apart from this it is essential to identify strength of employees in order to develop employee inborn competencies. Employee referrals are used by many organizations to motivate existing employees to share their suggestion for manpower requirement. Although this methods are still popular and being practiced for recruitment process but various new advancement are challenging upon them to select right candidate. Social media are primarily used for hiring manpower, due to which personal touch is becoming a challenge. This paper main purpose is to check whether DMIT plays important role in recruitment and selection process. It will also help to find out whether DMIT will allow to do fair assessment of an employee.

4. OBJECTIVE OF THE STUDY

- To study role of dermatoglyphics multiple intelligence test in employee's selection process.
- To find out whether dermatoglyphics multiple intelligence test is effective for competency development and selection of employees.

5. RESEARCH METHODOLOGY

Sample size

The sample size of the study was 25 organization form different regions on Rajasthan was collected to study the effectiveness of dermatoglyphics multiple intelligence test for selection and competency development process. The data was collected with the help of survey questionnaires to perceived quality of skilled and competent employee's choice through DMIT reports and cost analysis involved in selection

6. DATA ANALYSIS

6.1. Response from organizations on perceived quality of skilled and competent employee's choice through DMIT reports and E-Recruitments. Organizations have responded on the basis of agreed or disagreed with the statements.

Questionnaires	SA - Strongly Agree	A - Agree	D – Disagree	SD - Strongly Disagree	Maximum Response Gained from
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					Organization
1. DMIT reports of applicants helps in improving the efficiency of selection and competency development process	1	12	7	5	Agreed 13/25
2. E-recruitment and DMIT reports leads to restructuring of recruitment operations	3	10	9	3	Agreed 10/25
3. DMIT reports allows to search suitable and competent employee for specific job	15	5	3	2	Strongly Agreed 15/25
4. DMIT report helps in developing positive image of the organization	9	11	5	0	Agreed 11/25
5. DMIT reports helps in maximizing the job match to ensure a good fit of employees with your company	2	19	3	1	Agreed 19/25

6. DMIT reports allows recruiters to locate right candidates at right job profiles	20	4	1	0	Strongly Agreed 20/25
7. DMIT reports helps to target applicants interested in a specific industry or profession	15	5	2	3	Strongly Agreed 15/25
8. DMIT reports helps to gather information about applicants IQ, CQ, VQ, AQ and EQ.	20	5	0	0	Strongly Agreed 20/25

6.2.Response from organizations are related to cost involved in recruiting through DMIT procedures. Cost means, “All costs that are involved for dmit reports and hiring most suitable employee for job roles”

Questionnaires	VH – Very High.	H – High	L-Low	VL – Very Low	Maximum Response Gained from Organization
1. Cost involved in hiring and training employee on the basis of DMIT report	5	5	15	0	L- Low 15/25
2. Cost of generating dmit reports of employees	4	16	5	0	H- High 16/25
3. Cost of	8	12	4	1	H- High

additional counselling services					12/25
4. Average cost per recruitment campaign through DMIT reports is	6	14	5	0	H- High 14/25
5. Company's actual expenses through DMIT reports is	3	12	10	0	H- High 12/25
6. Annual expenditure on recruitment through DMIT report is	15	10	0	0	VH- Very High 15/25

7. CONCLUSION

Dermatoglyphics Multiple Intelligence test enables to identify the hidden or inborn talents of an individual. Organization became aware of their employees hidden capabilities through DMIT test and allow to discover one's inborn talent at workplace as well. The study of fingerprints for an individual remains same for entire life span as fingerprints are confidential. Through DMIT test intrinsic intelligence of employees can be revealed out and developed which will enhance their analyzing capabilities, reasoning, better understanding, decision making and applying strategies. Through above data analysis It is found that DMIT is helpful tool to perceived highly skilled and competent employees in the organization and develop them through training and development programs. It enables organization in structuring manpower in proper way. It recreates the manpower for better work performance evaluates the core competencies of different level of staffs. DMIT is tool that is used by organization in pre-employment screening process for hiring right workforce and place them at right place. DMIT tool is expensive tool that offers human resource pre or post-employment screening and discern competent candidates with capabilities.

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