**A comparison between virtual and face to face assessment centers from the perspective of the organization, the assessor and the job candidate**

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**Abstract**

Technological advances in the last decade have affected all areas of our lives, including manpower selection processes. Supported by such technological advances, the use of virtual assessment centers (VAC), based on synchronous video conferencing to evaluate job candidates, has increased in recent years. The constraints on face-to-face communication brought about by the Covid-19 pandemic have further expanded the use of VAC. Despite the potential of VAC to contribute significantly to organizations, saving both and time and money, there is no research on how manpower selection processes using a VAC affect the organization, the assessors or job candidates. This research examines the significance of organizations transferring to a VAC, based on synchronous video conferencing, using five studies that focus on different aspects of the process. The first study examines the confidence of the assessors in providing candidate evaluations in a VAC and shows that it is lower than in a face-to-face assessment center (FTF AC). However, the second study, which focuses on the degree of similarity in assessors' evaluations between the two assessment centers, shows that they are moderately or highly similar in the VAC and that the validity of the structure of the VAC and FTF AC is similar. The third study, which examines the validity of a VAC, finds a parallel validity for only some of the indices assessed. The fourth study, which focuses on candidates' perceptions of fairness, shows that they are similar in both assessment centers. Finally, the fifth study deepens the understanding of findings gleaned from the qualitative methods and reveals a significant difference between a VAC and a FTF AC, indicating that each is suitable for different conditions. This research contributes to an in-depth initial understanding of a VAC and its differences from the traditional FTF AC; it provides information that can help organizations make better decisions about whether and how to properly use a VAC as a manpower selection tool; and it makes recommendations for needed, additional research to expand the population being examined and to delve deeper into issues that remain unanswered.