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

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**Abstract**

The technological advance in the last decade has affected all areas of our lives as well as the manpower selection processes. The use of a virtual assessment centers (VAC), based on synchronous video conference, has begun in recent years due to that technological advance and the constraints of the Covid-19 epidemic, and we anticipate that it will even expand. Despite the potential of large organizational contribution and time and money savings, there is no research on how conducting an assessment center through a videoconference affects the organization, assessors and candidates. This study examines the significance of organizations transfer to a VAC, based on a synchronous video conference, by five studies focusing on different aspects: The first study examines the confidence of the assessores in providing assessments 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' assessments between the two assessment centers, shows that they are similar or high 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, presents a parallel validity for only some of the indices assessed. The fourth study, which focuses on candidates' fair perceptions, shows that they are similar between a VAC compared to a FTF AC. The fifth study, deepened the understanding of findings in qualitative methods and pointed out a significant difference between a VAC and a FTF AC, and that each of them is suitable for different conditions. This study contributes to an in-depth initial understanding of the new selection tool - a VAC, and the differences between it and the traditional FTF AC. This understanding helps organizations to make a decision on whether and how to properly use a VAC as a selection tool. There are also recommendations for further research to expand the population being examined and to delve deeper into issues that remain unanswered.