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Employers use psychometric testing for multiple reasons some of which are summarised below:

1. Job performance

Cognitive ability tests are the most powerful and valid predictors of job performance available today and cognitive ability tests are over 14 times more predictive of job performance than the average selection interview.

Hunter & Hunter, 1984

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Human factors and ergonomics Wikipedia
April 20th, 2019 - Human factors and ergonomics commonly referred to as human factors is the application of psychological and physiological principles to the engineering and design of products, processes, and systems. The goal of human factors is to reduce human error, increase productivity, and enhance safety and comfort with a specific focus on the interaction between the human and the thing of interest.

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