

# **PSY307 Personnel Assessment and Selection**

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

## **Synopsis:**

Organisations use effective personnel selection as a source of competitive advantage. Students and practitioners in the field of selection need to have a good understanding of the theories, procedures, and tools behind making good assessment decisions. This course introduces the student to both the theory and practice of assessment and selection. The course teaches students and practitioners how to evaluate, develop, and administer effective assessment and selection procedures, conduct job analysis, identify and measure predictors of performance, and use this information to make sound hiring decisions. The course has a strong theoretical foundation and explores the scientific and theoretical perspective that informs the practice of assessment and selection.

## **Topics:**

- Introduction to Selection and Recruitment of Applicants
- Job Analysis in Personnel Selection
- Measurement in Selection
- Reliability and Validity of Selection Measures
- Application Forms and Other Assessments
- Selection Interview
- Ability Tests for Selection
- Personality Assessments
- Simulation Tests
- Job Performance Concepts and Measures; Strategies for Selection Decision Making
- Legal and Ethical Considerations
- Current and Future Trends in Assessment and Selection

## **Textbooks:**

PSY307 Study guide

ISBN-13: SG-1343

Human Resource Selection 8th Robert Gatewood, Hubert S. Feild, Murray Barrick Cengage

ISBN-13: 9781305102682

**Learning Outcome:**

- Illustrate the challenges of personnel selection procedures and assessments.
- Discuss the reliability and validity of assessment and selection measures
- Demonstrate the complexity of assessing employee performance
- Examine the use of recruitment, selection and assessment measures.
- Criticize selection technique and principles
- Propose appropriate selection and assessment strategies

**Assessment Strategies - Regular Semester (Evening Class):**

<b>Components</b>	<b>Description</b>	<b>Weightage Allocation (%)</b>
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	25
	TUTOR-MARKED ASSIGNMENT 2	25
Overall Examinable Components	Proctored Online Exam	50
<b>Total</b>		<b>100</b>

\*The information listed is subject to review and change.