

PSY511 Selection and Assessment

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

PSY511 Selection and Assessment aims to introduce students to the field and practice of assessments for selection in the workplace. This module will provide an understanding of a breadth of assessment methods, with emphasis placed on the application and professional use of these methods in practice. This includes conducting a job analysis and competency profiling, the various stages of a selection process, and understanding the trade-offs in designing a selection process. Completion of this module will also qualify students for the European Federation of Psychologists' Association (EFPA) Level A and B certificate in occupational test use.

Topics:

- Job analysis and competency profiling
- The recruitment and selection process
- Measurement and reliability
- Key validity concepts
- EFPA Level A
- EFPA Level B
- Application form and biodata
- Cognitive ability tests
- Personality tests
- Selection interviews
- SJTs and simulation tests
- The future of assessments

Textbooks:

The Oxford Handbook of Personnel Assessment and Selection (Oxford Library of Psychology) Neal Schmitt Oxford University Press
ISBN-13: 9780199366316

Human Resource Selection 8th Robert Gatewood, Hubert S. Feild, Murray Barrick Cengage
ISBN-13: 9781305102682

Learning Outcome:

- Evaluate a range of common selection measures and practices used by organisations
- Understand and examine psychometric properties of selection measures
- Discuss the impact of technology on selection and assessment
- Design and conduct a suitable recruitment campaign
- Design and conduct a job analysis
- Design a robust selection process and combine assessment data to make selection decisions
- Competently use and work with psychometric assessments

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	20
	GROUP BASED ASSIGNMENT 1	20
	PARTICIPATION 1	20
Overall Examinable Components	ECA	40
Total		100

*The information listed is subject to review and change.