

Course Description

Psychological Aspects on Employee Selection and Recruitment, 7,5 credits

Introduction

The course addresses selection and recruitment in the context of working life, with a focus on psychological perspectives. In addition to job analysis and processes for selection decisions, the course covers individual differences in terms of professional competence, such as education and experience, as well as factors like intelligence, motivation, personal traits, and values. The course also discusses economic aspects of the selection process and the increasing demands for equality in the workplace.

The course imparts knowledge in relevant concepts for the field, such as reliability and validity in relation to selection in the workplace. It also provides in-depth knowledge in job analysis, choosing processes and methods for selection decisions, and related evaluation processes. Furthermore, the course offers knowledge in describing measures to reduce discrimination.

Expected learning outcomes for a passing grade in the course, the student should be able to:

- Define the concepts of reliability and validity in relation to selection in organizations.
- Perform a job analysis that can form the basis for a person specification (job profile).
- Choose appropriate processes, methods/instruments as the basis for selection decisions.
- Assess the effectiveness of the selection based on economic benefit calculations.
- Account for the psychological processes underlying decision-making in hiring.
- Describe measures to reduce the likelihood of discrimination

Knowledge assessment, lectures and examination

The course is examined through a written classroom exam. The language of examination is English.

For students who have a certificate from Stockholm University with a recommendation for special pedagogical support, the examiner can decide to adapt the teaching, give an adapted test or let the student complete the test in an alternative way.

Grades will be set according to a seven-point grading scale related to the learning objectives of the course:

A = Excellent

B = Very good

C = Good

D = Satisfactory

E = Adequate

Fx = Fail, some more work required

F = Fail, much more work required

Final grade

In order to receive a passing grade, a minimum grade of E on the written exam and completed mandatory assignments are required.

Literature

Gatewood, R., Field, H.S., & Barrick, M. (2016). *Human Resource Selection*. 8th Edition. Cengage Learning. And earlier or later versions of the same title.

Plagiarism, cheating and unauthorized cooperation

As part of your responsibility as a student, you must know the rules that exist for examination. Detailed information can be found both at the department's and Stockholm University's website www.su.se/regelboken. Teachers are obliged to report suspicion of cheating and plagiarism to the principal and the disciplinary committee. Plagiarism and cheating are always disciplinary matters and can lead to suspension.

Course leader

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