Course Description

Personnel Assessment & Selection (PSMT32)
7,5 hp

2022-11-29
Eligibility to apply
180 credits, of which at least 90 credits must be Psychology I, II and III, or equivalent in a related area.

Introduction
Personnel assessment and selection has been studied for over 100 years. New methods and processes during this time has developed continuously. This means that knowledge in the field is changing rapidly, and that new methods and processes are constantly present in this area.

The purpose of this course is to give a general orientation and basic theoretical and practical knowledge concerning current areas of selection in organizations. A second objective of this course is to provide comprehensive training to critically examine the processes and methods used today both nationally and internationally for selection decisions in organizations. The third objective is that students should be able to respond to the procurement of a recruiting service.

- define the concepts of reliability and validity in relation to the selection of organizations.
- describe and give examples of decision making in selection
- describe and give examples of how a work analysis can be performed.
- summarize how different organizational environments can influence the selection process.
- exemplify how individual differences affect behavior in the workplace.
- describe the economic advantages and disadvantages of different selection methods.
- defining discrimination in the selection context and describe processes that can prevent discrimination

Lectures and supervising

Course requirements/Mandatory parts:

(a) Written report.

The lectures and the supervising will not only contain facts from the literature but give the student an in-depth knowledge of personnel assessment and selection. Handouts and other teaching material are published on Athena.

Lectures attendance is not mandatory, with exception of the first lesson. Students who do not successfully pass the (a) above are invited to send in their written report at a later date.
Examination
The examination is based on an individual written report.
Grades are assigned according to an absolute goal-related grading scale:

A = Outstanding (36-points)
B = Excellent (32-35 points)
C = Good (28-31 points)
D = Satisfactory (24-27 points)
E = Sufficient (20-23 points)
Fx = Insufficient
F = Totally insufficient

**Passing the course requires grade E or better on the written exam.**

Student who has received the grade Fx or F twice in a row by one and the same examiner has the right to be appointed another examiner at the next exam, unless specific reasons speak against it. Requesting another examiner should be made to the department board. Students who have received at least a grade of E may not retake the examination for a higher grade. The possibility of supplementing the grade Fx up to a passing grade is given on this course.

Book

The teacher in charge
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I do NOT answer questions via Athena, instead I can be reached at my email address or iphone.