

PSY307e Personnel Assessment and Selection

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

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 Performance Concepts and Measures
- Job Analysis in Personnel Selection
- Measurement in Selection
- Reliability of Selection Measures
- Validity of Selection Procedures
- Strategies for Selection Decision Making
- Application Forms and Other Assessments
- The Selection Interview
- Ability Tests for Selection
- Personality Assessments and Testing for Counterproductive Work Behaviour
- Simulation Tests

Textbooks:

Robert Gatewood, Hubert S. Feild, Murray Barrick: Human Resource Selection (eText) 8th Edition
2016 Cengage
ISBN-13: 9789814834896

Robert Gatewood, Hubert S. Feild, Murray Barrick: Human Resource Selection (eText) 8th Edition
2016 Cengage
ISBN-13: 9789814834896-AA

Learning Outcome:

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

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
TUTOR-MARKED ASSIGNMENT	20
TUTOR-MARKED ASSIGNMENT	20
PRE-CLASS QUIZ	5
PRE-CLASS QUIZ	5
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**