

# Course Description PSMT32 VT 2024

## 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

Both content from the lectures and the coursebook will be examined in the exam. The examination is conducted in English. Information about each lecture will be published on Athena. The applicable schedule can be found on Time Edit.

The individual exam consists of documenting a selection process. The student will receive a description of a procurement of a recruitment process written by a fictional client. The student's task is then to use literature and lecture notes to write an argument about how the selection process should be conducted, which methods should be used, and how selection decisions should be implemented to balance the individual's and the organization's goals with the selection process. A more detailed description will be provided at the start of the course.

For students who have a certificate from Stockholm University recommending special educational support, the examiner may decide to adapt the teaching, provide a modified test, or allow the student to take the exam in an alternative way.

Grading Scale Grading in the course is done according to a goal-related seven-grade scale:

A = Excellent

B = Very Good

C = Good

D = Satisfactory

E = Sufficient

Fx = Failed, some more work required

**Final Grade**

To receive a passing final grade in the course, the student must have at least grade E on the exam. Normally at least three examination opportunities should be offered within a year.

**Litterature**

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

**The teacher in charge**

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**I do NOT answer questions via Athena, I can instead be reached at my email address or iphone.**