

Module code	PAW_PPSY7E	NQF level	7
Credit value	20	Study duration	12 weeks

# Psychological Assessment at Work

## Module description

This module introduces students to the concept of psychological assessment at work – for performance appraisal, development, and selection. The importance of evidence-based practice and the challenge of the “research-practitioner divide” in assessment will be discussed, enabling students to appraise the evidence base for recent trends and technological advancements in selection. The module predominantly focuses on the design and application of assessment for selection and introduces students to how they would conduct this process as a practicing business psychologist. A critical stance to the teaching of psychometric testing will be taken to reflect the inherent issues with this approach as demonstrated in the literature.

## This module aims to:

- provide the foundation for in-depth understanding of assessment principles and theory in work psychology
- enable students to critically examine the evidence base for assessment, in comparison to what occurs in practice
- develop a deep understanding of the types, advantages and disadvantages of assessment methods
- facilitate students in recognising the breadth of application of assessment, including for selection, development and intended organisational change
- enable students to critically evaluate the principles of psychometric testing

## Learning outcomes

- Critically evaluate work based behaviours from a psychological perspective
- Develop a critical and comprehensive understanding of the principles of psychometrics and apply them to test selection and evaluation
- Apply evidence-based solutions and arguments to complex issues and work-based problems
- Effectively execute a research method commonly applied in the field of occupational psychology and develop new skills to a high level
- Communicate conclusions clearly, taking account of specialist and non-specialist audiences

## Syllabus

- Principles of psychological assessment
- Job analysis
- Competency models
- Candidate fit and organisation change
- Assessment methods 1
- Assessment methods 2
- Technology in assessment
- Combining assessment methods
- Fair assessment
- Case study
- Assessing performance at work
- Assessment and development

## Learning and Teaching Methods

The Learning and teaching Methods for the module follow the intended online delivery strategy for the programme as a whole. Teaching will be delivered through a series of units covering the topics specified in the syllabus with a focus on developing their knowledge and skills. Students are directed in their learning to specified reading materials on the virtual learning platform linked to the core text and supported by selected extracts from other key texts, peer reviewed journal articles, and resources such as software and tools relevant to the module.

Students will engage with interactive lecturecasts that present them with new learning and provide formative assessment on their knowledge, understanding and skills. Online peer discussion is encouraged through our internet-mediated learning platform where students receive feedback from tutors and peers to enhance their learning and understanding.

Description of unit of assessment	Length/Duration	Submission date	Weighting
Employee interviews and organisational recommendations	3,000 words	Unit 6	50%
Poster presentation and virtual conference	One A4 page / 1,400 words	Units 10 to 12	50%