



## Course syllabus

Faculty of Health and Life Sciences  
Department of Psychology

4PS005 Personlighetspsykologi och rekrytering, 7,5 högskolepoäng  
Personality psychology and recruitment, 7.5 credits

**Main field of study**

Psychology

**Subject Group**

Psychology

**Level of classification**

Second Level

**Progression**

A1F

**Date of Ratification**

Approved 2013-10-14

Revised 2014-03-12 by Faculty of Health and Life Sciences.

The course syllabus is valid from spring semester 2015

**Prerequisites**

22,5 credits from SAPS2 or the equivalent.

### Objectives

Upon completion of the course, the student shall:

- explain contemporary research in personality and leadership in industrial and organizational psychology
- critically analyze and value the importance of personality factors in work life
- identify and evaluate the central steps in the selection and recruitment process
- critically approach ethical and methodological aspects in the selection process
- plan and describe a recruitment process

### Content

- the course treats theories about the importance of personality in organizations, both among leaders and employees, and how similarities and differences may be valued as assets
- the course treats the steps in the selection and recruitment process

- the course treats the ethical issues related to selection in work life
- the course covers the methodological possibilities and challenges in selection and recruitment

### Type of Instruction

Teaching consists of lectures and seminars.

### Examination

The course is assessed with the grades Fail (U), Pass (G) or Pass with Distinction (VG).

The student is assessed via active participation in seminars, and with written assignments.

### Course Evaluation

Upon completion of the course, a written course evaluation is carried out. The evaluation is compiled and fed back to the students, and archived according to departmental regulations.

### Other

The course is part of SAPS2 program. Expenses that may occur during the course are paid by the student.

### Required Reading and Additional Study Material

Guion, Robert. M., Highhouse, Scott. (2011). *Essentials of personnel assessment and selection*. New York: Psychology Press, Taylor & Francis Group. ISBN: 0805852832. 350 pages.

Hogan, Robert. (2007). *Personality and the fate of organisations*. New York: Psychology Press, Taylor & Francis Group. ISBN: 0805841431. 150 pages.

Robbins, S.P., Judge, T.A., & Vohra, N. (2012). *Organizational behavior (15 ed.)*. New York: Pearson. ISBN: 9789332500334. Selected parts.

Articles according to teacher's instructions.