



Course syllabus

Faculty of Health and Life Sciences

Department of Psychology

4PS105 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 by Faculty of Health and Life Sciences 2014-09-23

The course syllabus is valid from autumn 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 A, B, C, D, E, Fx or F.

The grade A constitutes the highest grade on the scale and the remaining grades follow in descending order where the grade E is the lowest grade on the scale that will result in a pass. The grade F means that the student's performance is assessed as fail.

Grade criteria for the A–F scale are communicated to the student through a special document. The student is to be informed about the grade criteria for the course by the start of the course at the latest.

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.