The course is designed to present theoretical and empirical issues regarding selection, testing, and measurement. Besides discussing and reading about the main selection techniques in organizations, several of the controversial issues that have been debated in the field will be presented. Specific tests will be illustrated in class and cases will be assigned and discussed. In general, lectures, some with Powerpoint presentations, will be used.

<table>
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<tr>
<th>Week</th>
<th>Subject</th>
<th>Readings/exercises</th>
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| 1.   | General Concepts-“hot” issues; usual selection procedures | Barrick  
Also, Case in class |
| 2.   | Job analysis | Two jobs will be analyzed and described |
| 3    | Utility, psychometrics, test design | Class Handout |
| 4-5  | The big three of selection | Schmidt, et al  
Also, Cases in class |
| 6    | Big three (cont’d) + Biodata | Oswald, et al |
| 7-8  | Cognitive tests  
Issues AND controversies; Bias issues | Cullen  
Also, Cases in class |
| 9-10 | Personality tests, Interest tests | Low, et al.  
Also, Cases in class |
| 11   | Assessment Centers | Lance, et al. |
| 13-14| Student Presentations |
Final Grade will consist of
Presentation and Write-up (80%) and Class Participation (20%)

Articles:


Oswald, Frederick L. 1,2; Schmitt, Neal 1; Kim, Brian H. 1; Ramsay, Lauren J. 1; Gillespie, Michael A. 1 Developing a Biodata Measure and Situational Judgment Inventory


Highly Recommended texts:


Other texts:

Last day to add - Feb. 7th
Last day to drop - Feb. 24th

The George Mason University Honor Code will be strictly enforced.

"If you are a student with a disability and you need academic accommodations, please see me and contact the Disability Resource Center (DRC) at 703-993-2474. All academic accommodations must be arranged through that office."