

Personnel Selection-Psych 592
 Spring, 2006
 Professor Meni Koslowsky
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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.

Week	Subject	Readings/exercises
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.
12	Non-conventional tests, what does future hold?	Law, et al.
13-14	Student Presentations	

Final Grade will consist of
Presentation and Write-up (80%) and Class Participation (20%)

Articles:

Barrick, Murray R. 1,2; Zimmerman, Ryan D. 1 **Reducing Voluntary, Avoidable Turnover Through Selection.** *Journal of Applied Psychology.* 90(1):159-166, January 2005.

Cullen, Michael J. 1; Hardison, Chaitra M. 1; Sackett, Paul R. 1,2 **Using SAT-Grade and Ability-Job Performance Relationships to Test Predictions Derived From Stereotype Threat Theory.** *Journal of Applied Psychology.* 89(2):220-230, April 2004.

Law, Kenneth S. 1,3; Wong, Chi-Sum 2; Song, Lynda J. 1 **The Construct and Criterion Validity of Emotional Intelligence and Its Potential Utility for Management Studies.** *Journal of Applied Psychology.* 89(3):483-496, June 2004.

Lance, Charles E. 1,4; Foster, Mark R. 2; Gentry, William A. 1; Thoresen, Joseph D. 3 **Assessor Cognitive Processes in an Operational Assessment Center.** *Journal of Applied Psychology.* 89(1):22-35, February 2004.

Low, K S. Douglas 1,3; Yoon, Mijung 1; Roberts, Brent W. 2; Rounds, James 1 **The Stability of Vocational Interests From Early Adolescence to Middle Adulthood: A Quantitative Review of Longitudinal Studies.** *Psychological Bulletin.* 131(5):713-737, September 2005.

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**

as Predictors of College Student Performance. *Journal of Applied Psychology*. 89(2):187-207, April 2004.

Schmidt, Frank L. 1,2; Zimmerman, Ryan D. 1 **A Counterintuitive Hypothesis About Employment Interview Validity and Some Supporting Evidence. *Journal of Applied Psychology*. 89(3):553-561, June 2004.**

Highly Recommended texts:

Gatewood, R. D. & Field, H. S. (2001 or later). Human Resource Selection Harcourt: New York.

Eyde, L. D., et al. (1994). Responsible Test Use. Washington, DC: APA. (CASES from APA book).

Cook, M. (2004). Personnel Selection. New York: Wiley.

Other texts:

Gregory, R. J. (1995). Psychological Testing. New York: Bacon.

Nunnally, J. (1994 or 1978) Psychometric Theory. New York: McGraw-Hill

Schmitt, N., & Borman, W. C. (1993). Personnel Selection in Organizations. San Francisco: Jossey-Bass.

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."