



APPLIES TO ACADEMIC YEAR
2002/2003

GRA 2203 Psychological Assessments of Individuals, Groups and Organization

Program

Master of Science in Business Administration (MScBA), Specialization Course

Responsible for the course

Øyvind Martinsen

Department

Leadership and Organizational Management

Term

Fall

ECTS Credits

6

Not applicable

Objective

Psychological tests and inventories are commonly used in recruitment, as background for appraisal interviews, analyses of productivity, marketing analyses, competence surveys, and in other types of analyses at the organizational level. Used with care such measurement methods may increase individual and organizational effectiveness, job-satisfaction, and overall economic results in organizations.

This course aims at giving students skills and knowledge in matters related to the development, evaluation, and the use of such instruments in work settings. Knowledge about quantitative methods is necessary for such work, and will be reviewed during the course.

Prerequisites

Basic knowledge in statistics

Compulsory literature

Cohen, Ronald J. and Mark E. Swerdlik. 1999. *Psychological testing and assessment : An introduction to tests and measurement* . 4th ed. Mountain View, Calif.: Mayfield. (Chap. 1, 3-8, 11 (not pp. 400-419), 13 (only pp. 471-474, 485-497), 17 (only pp. 643-657), 18 (only pp. 673-689), 19 (pp. 701-710)

Cohen, Susan. G. and Diane E. Bailey. 1997. " What makes teams work: Group effectiveness research from the shop floor to the executive suite." *Journal of Management* , 23 (3): 239 – 290.

Other scientific articles.

Recommended literature

Information will be given during the course

Course outline

Quantitative methods used in psychological measurement.

Psychological tests and inventories with relevant theory.

Team-analyses with relevant theory.

Measurement of leadership with relevant theory.

Other types of quantitative measurement methods.

Computer-based tools

Demonstration of relevant software for statistical analyses.

Course structure

36 hours of lectures, demonstrations, and practice.

Evaluation

Three hours written examination

Evaluation code(s)

GRA 22031

Aids at the examination

No aids are permitted during the examination

Makeup exam

At the next ordinary examination for this course.