



APPLIES TO ACADEMIC YEAR
2002/2003

GRA 2235 Personality, Recruitment and Selection

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

Objective

This course aims at giving the candidates theoretical knowledge and practical skills in planning and conducting recruitment and selection processes and related processes aimed at increasing the value of the human capital in organizations. Candidates will increase their theoretical knowledge of personality and individual efficiency in work settings and this knowledge will serve as a necessary background for evaluating and selecting individuals when recruiting employees.

The fields of personality, recruitment and selection offers interesting career opportunities for candidates in the administrative sciences. Knowledge in these areas also provides necessary knowledge for other competence oriented change processes in organizations. Such change processes have, when they are well conducted, been found to be highly profitable and as large as, or larger than, other types of investments that are commonly made.

Prerequisites

No particular

Compulsory literature

- Cloninger, Susan C. 1996. *Personality: Description, dynamics, and development*. New York: Freeman
- Salgado, J. F. 1997. "The five-factor model of personality and job performance in the European community." *Journal of Applied Psychology*, 82: 30-43
- Ambrose, M. L., & Kulik, C. T. 1999. "Old friends, new faces: motivation research in the 1990's." *Journal of Management*, 25: 1-46
- Algera, J. A. & Greuter, M. A. M. 1989. "Job analysis and personnel selection." In Mike Smith og Ivan Robertson, eds. *Advances in selection and assessment*. Chichester: Wiley
- Campbell, J. P. 1994. "Alternative models of job-performance and their implications for selection and classification." In Michael G. Rumsey, Clinton B. Walker og James H. Harris, eds. *Personnel selection and classification*. Hillsdale, NJ: LEA
- Motowidlo, S. J., Carter, G. W., Dunnette, M. D., Tippins, N., Werner, S., Burnett, J. R. og Vaughn, M. J. 1992. "Studies of the structured behavioral interview." *Journal of Applied Psychology*, 77: 571-587
- and other selected scientific papers and book-chapters.

Recommended literature

Course outline

Theories of personality.
The complexity of job-analysis.
Methods for selection and their validity.
Utility analyses.
The job-interview.

Computer-based tools

Not used

Course structure

36 hours lecturing, discussions, practice.

Evaluation

Three hours written examination.

Evaluation code(s)

GRA 22351

Aids at the examination

No aids are allowed during the written examination.

Makeup exam

The next ordinary examination (usually one year after).