



APPLIES TO ACADEMIC YEAR 2005/2006

GRA 2235 Recruitment, Training and Development

Program

Advanced Specialization Course (MSc), Master of Science in Business, Master of Science in Leadership and Organizational Psychology, Master of Science in Business (Organization Psychology)

Responsible for the course

Øyvind Lund Martinsen

Department

Leadership and Organizational Management

Term

According to study plan

ECTS Credits

6

Psychology is a theoretical discipline that has made an impact on several applied areas during the last century. Efforts have been made to make theoretical and research based knowledge available to people working in applied settings and psychological research has produced knowledge that is indeed important for organizational effectiveness. Areas that are important for organizational effectiveness are recruitment, training, leadership development, team development, and organizational development. Because many organizations use large amounts of money every year on such activities, it is important that planning and implementation are based on up-to-date research results. Thus, this course seeks to give students knowledge of relevant theory, research and practical applications in areas that are important for organizational effectiveness.

Objective

In this course students will acquire research based information and knowledge of methods in psychological areas that are relevant for organizational effectiveness including recruitment, training, leadership training, team development and organizational development.

Prerequisites

GRA 2203 Psychological Measurement and Individual Differences, GRA 2205 Organizational Behaviour or eq.

Compulsory literature

Books:

Kraiger, K.. Perspectives on training and development. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.) and I. B. Weiner (Series ed.), Handbook of psychology. Vol. 12. Industrial and organizational psychology. 2003. Hoboken, NJ: Wiley.. (pp.171-192).

Spector, Paul E.. 2003. Industrial and organizational psychology: Research and practice. 3rd ed. New York: John Wiley.. Chapters 1-8, 10, 12-14)

Yukl, Gary A.. 2002. "Developing Leadership skills." In Gary A. Yukl, Leadership in organizations. 5th ed. Upper Saddle River, NJ: Prentice Hall. (Chapter 13, pp. 370 – 400)(30 pages)

Recommended literature

Course outline

Job analysis

Selection methods

The selection interview

Training in organizations

Leadership development

Team effectiveness and development

Organizational development

Computer-based tools

Not used other than Blackboard

Course structure

The course is structured as a combination of lectures, discussions, in-class activities, and role plays. It requires substantial amount of preparation by the students and active involvement during class.

Evaluation

100% - Term paper. Course participation is compulsory according to the 80% rule.

Evaluation code(s)

GRA22351 Term paper 100%

Aids at the examination

All aids permitted

Makeup exam

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake a exam. Retake examinations entail an extra examination fee.