



APPLIES TO ACADEMIC YEAR 2006/2007

GRA 2235 Recruitment, Training and Development

Program

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

Spector, Paul E. 2006. Industrial and organizational psychology: Research and practice. 4th ed. Hoboken, N.J. : Wiley. Chapters 1-8, 10, 12-14)

Collection of articles:

A selection of research articles will be made available before the course starts

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)

GRA 22351 accounts for 100 % of the final grade in the course GRA 2235.

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 an exam. Retake examinations entail an extra examination fee.

Honor Code

Academic honesty and trust are important to all of us as individuals, and they are encouraged and promoted by the honor system. This is a most significant university tradition. The honor system is the responsibility of students. As faculty, we share the commitment to the ideals of the honor system.

At no time should notes or papers or personal consultations based on previous semesters of this course be used. As part of the honor code papers handed in as part of the course is, at the discretion of the professor, scanned for plagiarism. We are using Safe Assignment in Black Board for this purpose. Any violation of the honor code will be dealt with in accordance with BI's procedures on cheating. These issues are a serious matter to everyone associated with the program. They are at the heart of the Honor Code and academy integrity. If you have any questions about your responsibilities under the honor code, please ask.