



APPLIES TO ACADEMIC YEAR 2007/2008

## 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

### Language of instruction

English

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 selection, training, 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

#### Collection of articles:

A collection of articles and book chapters will be available before the course starts.

A selection of articles will be published on Blackboard before the course starts.

Each student needs to choose a selection of articles for the term paper in addition to the above mentioned collections of articles and book chapters.

### Recommended literature

#### Course outline

- Job analysis
- Selection methods & utility
- The selection interview
- Training in organizations
- 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.

In this course class attendance is mandatory. Unexcused absence can result in a lower score. Specific Information regarding student evaluation will be provided in class.

**Evaluation code(s)**

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

**Aids at the examination**

All aids permitted.

Support materials at written examinations are explained under exam information in our web-based student handbook. Please note use of calculator. <http://www.bi.no/studenthandbook>.

**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.

**Honor Code**

Academic honesty and trust are important to all of us as individuals, and represent values that are encouraged and promoted by the honor code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honor code system, to which the faculty are also deeply committed.

Any violation of the honor code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and 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.