



APPLIES TO ACADEMIC YEAR 2008/2009

## GRA 2203 Psychological Measurement and Individual Differences

### Program

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

### Responsible for the course

Øyvind Martinsen

### Department

Department of Leadership and Organizational Behaviour

### Term

According to study plan

### ECTS Credits

6

### Language of instruction

English

The study of the individual is the cornerstone of psychology. Despite an increasing focus on the dynamics of groups, teams and organizations in research, the emphasis on the individual remains. In order to understand individual differences or the individual as part of a system, it is necessary to have extensive knowledge of individual characteristics as reflected in theories of personality, intelligence, creativity, styles and other attributes. Such theories may explain important work behavior, e.g., achievement, collaboration efforts, competition, and productivity; and generally represent the foundation for recruitment, personal development programs, and team composition. Characteristics of measurement and statistical analyses are also of central importance in this field.

### Learning outcome

The major aim of this course is to provide the students with research based knowledge of individual differences. Moreover, the students will learn how to develop and analyze questionnaires that can be used to measure individual characteristics. The students will also be assessed on a range of psychological tests as part of the course. This will contribute both to the understanding of the various theories and aid the individual in his/her personal development.

### Prerequisites

Bachelor degree in Business, or eq. qualifying for admission to the MSc Program. Basic knowledge in statistics

### Compulsory literature

#### Books:

Cooper, Colin. 2002. Individual differences. 2nd ed. London: Arnold. (Selected chapters)

### Collection of articles:

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

### Recommended literature

#### Books:

Cervone, Daniel, Lawrence A. Pervin. 2008. Personality: Theory and research. 10th ed. New York: Wiley

Sternberg, Robert J. 1990. Metaphors of mind: Conceptions of the nature of intelligence. Cambridge: Cambridge University Press

### Course outline

- Measurement and analyses of individual differences
- Questionnaire development
- Theories of personality
- Motivational dispositions
- Theories of mental abilities
- Creativity
- Leadership styles and 360 degree feedback

**Computer-based tools**

Demonstration of relevant software for statistical analyses. Blackboard/homepage

**Course structure**

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

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**

Three hours written examination. Course participation is compulsory according to the 80% rule.

**Evaluation code(s)**

GRA 22031 accounts for 100 % of the final grade in the course GRA 2203.

**Aids at the examination**

A bilingual dictionary. Exam aids at written examinations are explained under exam information in our web-based Student handbook. Please note use of calculator and dictionary. <http://www.bi.edu/studenthandbook/examaids>

**Makeup exam**

Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, 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 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.