



APPLIES TO ACADEMIC YEAR 2009/2010

GRA 2203 Psychological Measurement and Individual Differences

Programme

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

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

6

Language of instruction

English

Introduction

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

- ' should acquire research based concepts and knowledge of psychological tests.
- ' should acquire statistical concepts necessary to evaluate tests.
- ' should acquire research based knowledge of individual difference theories.
- ' should gain knowledge on their own scores on a selection of psychological tests.
- ' should become capable of developing tests and questionnaires.
- ' should become capable of interpreting test scores.

Prerequisites

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

Compulsory reading

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

Other:

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination.

Recommended reading

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

Learning process and workload

The course is structured as a combination of lectures, discussions, and in-class activities. It requires 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.

Please note that while attendance is not compulsory in all courses, it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/Blackboard or text book

Examination

Three hours written examination. Course participation is compulsory.

Specific information regarding student evaluation beyond the information given in the course description will be provided in class. This information may be relevant for requirements for term papers or other hand-ins, and/or where class participation can be one of several elements of the overall evaluation.

Exam code(s)

GRA 22032 accounts for 100 % of the final grade in the course GRA 2203.

Examination support materials

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>

Re-sit examination

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

Additional information

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 academic integrity. If you have any questions about your responsibilities under the honor code, please ask.