



APPLIES TO ACADEMIC YEAR 2015/2016

GRA 2235 Recruitment, Training and Development

Programme

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

Responsible for the course

Ole I Iversen, Øyvind Martinsen

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

6

Language of instruction

English

Introduction

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 in this regard are selection, training, and 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. The course has both theoretical and practical aims.

Learning outcome

- ' should develop knowledge on job analysis.
- ' should develop positive attitudes towards the need for job analysis.
- ' should acquire knowledge on research based psychological methods used in selection.
- ' should acquire knowledge on central issues in theories of learning and training.
- ' should acquire practical knowledge on central issues relevant for e.g. team development.

Prerequisites

GRA 2203 Psychological Measurement or equivalent

GRA 2205 Organizational Behaviour or equivalent

All courses in the Masters programme will assume that students have fulfilled the admission requirements for the programme. In addition, courses in second, third and/or fourth semester can have specific prerequisites and will assume that students have followed normal study progression. For double degree and exchange students, please note that equivalent courses are accepted.

Compulsory reading

Collection of articles:

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

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

Other:

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

Recommended reading

Course outline

- Job analysis
- Selection methods & utility
- The selection interview
- Training in organizations
- Team effectiveness and development

- Organizational development

Computer-based tools

Not applicable

Learning process and workload

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. A course of 6 ECTS credits corresponds to a workload of 160-180 hours.

Please note that it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/It's learning or text book.

Examination

Form of assessment	Weight	Group size
Term paper	100%	Individual

Specific information regarding student assessment will be provided in class. This information may be relevant to requirements for term papers or other hand-ins, and/or where class participation can be one of several components of the overall assessment.

Examination code(s)

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

Examination support materials

Permitted examination support materials for written examinations are detailed under examination information in the student portal @bi. The section on support materials and the use of calculators and dictionaries should be paid special attention to.

Re-sit examination

It is only possible to retake an examination when the course is next taught. The assessment in some courses is based on more than one exam code. Where this is the case, you may retake only the assessed components of one of these exam codes. All retaken examinations will incur an additional fee. Please note that you need to retake the latest version of the course with updated course literature and assessment. Please make sure that you have familiarised yourself with the latest course description.

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.