



PSYO940

Psychological Assessment and Evaluation

S1 Day 2014

Psychology

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General Information

Unit convenor and teaching staff

Unit Convenor

Barbara Griffin

barbara.griffin@mq.edu.au

Contact via barbara.griffin@mq.edu.au

Credit points

4

Prerequisites

Admission to DOrgPsych or MOrgPsych or PGDipOrgBeh

Corequisites

Co-badged status

Unit description

This unit provides students with an introduction to some of the major assessment instruments used by organisational psychologists and develops their skills in the use of standardised techniques and other forms of psychological assessment. Lectures are designed to increase awareness of the issues involved in psychological testing and professional practice, including critical evaluation of assessment instruments, cross-cultural issues, feedback and reporting.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

- Demonstrate an understanding of the type of tests used by organisational psychologists for personnel selection, development, and coaching
- Understand relevant theories and debates that underpin the development and content of a range of psychometric tests
- Evaluate the benefits and limitations of psychometric testing in different organisational contexts
- Comprehend the principles of psychometrics and apply these to critique test instruments
- Demonstrate an understanding of best practice in the use of test instruments

- Demonstrate a basic skill level in the administration of test instruments
- Interpret test results and prepare a written report
- Be aware of the ethics and principles of reporting and giving feedback on test results
- Demonstrate a basic skill level in providing feedback on test results
- Demonstrate a basic skill level in conducting a behavioural interview
- Develop basic skills in undertaking performance assessment
- Use their knowledge to integrate testing into the design of an assessment program

Assessment Tasks

Name	Weighting	Due
Presentation	15%	TBA
Report	60%	TBA
Assessment program	25%	TBA
Interview	0%	TBA

Presentation

Due: **TBA**

Weighting: **15%**

This assessment requires students to evaluate a journal article and a psychometric test. It includes a class presentation & preparation of a handout

On successful completion you will be able to:

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- Develop basic skills in undertaking performance assessment

Report

Due: **TBA**

Weighting: **60%**

This assessment involves administering a test of cognitive ability and a personality test, scoring

the tests, providing verbal feedback of the personality test results to a fellow student, and writing a report of the results of both tests.

On successful completion you will be able to:

- Demonstrate an understanding of best practice in the use of test instruments
- Demonstrate a basic skill level in the administration of test instruments
- Interpret test results and prepare a written report
- Be aware of the ethics and principles of reporting and giving feedback on test results
- Demonstrate a basic skill level in providing feedback on test results

Assessment program

Due: **TBA**

Weighting: **25%**

This assignment is designed so that students can present their knowledge of the issues related to using psychometric tests in organisational settings, show an understanding of the range of psychometric tests available, demonstrate their ability to integrate this knowledge in choosing appropriate tests for a specific situation and demonstrate their ability to prepare a proposal suitable for a corporate client

On successful completion you will be able to:

- Demonstrate an understanding of the type of tests used by organisational psychologists for personnel selection, development, and coaching
- Understand relevant theories and debates that underpin the development and content of a range of psychometric tests
- Evaluate the benefits and limitations of psychometric testing in different organisational contexts
- Comprehend the principles of psychometrics and apply these to critique test instruments
- Demonstrate an understanding of best practice in the use of test instruments
- Use their knowledge to integrate testing into the design of an assessment program

Interview

Due: **TBA**

Weighting: **0%**

This assessment involves the development of behavioural interview questions for a selection context. Students are to submit a 10 minute video of themselves conducting a behavioural interview.

On successful completion you will be able to:

- Demonstrate a basic skill level in conducting a behavioural interview

Delivery and Resources

1. Pre-unit learning modules - are available via the i-Learn site and include quizzes. These cover revision material that is relevant to this unit
2. Lectures - on campus lectures
3. Class activities - these will include opportunities for students to learn and demonstrate skills
4. Reading - a reading list has been provided on the i-Learn site and students are encouraged to read widely from relevant journals in the fields of psychometric testing and organisational psychology
5. On-line resources - the i-Learn site will include additional information
6. WAIS workshop - students must attend the half day workshop (on campus) on the WAIS

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#). Students should be aware of the following policies in particular with regard to Learning and Teaching:

Academic Honesty Policy http://mq.edu.au/policy/docs/academic_honesty/policy.html

Assessment Policy <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy <http://mq.edu.au/policy/docs/grading/policy.html>

Grade Appeal Policy <http://mq.edu.au/policy/docs/gradeappeal/policy.html>

Grievance Management Policy http://mq.edu.au/policy/docs/grievance_management/policy.html

Disruption to Studies Policy http://www.mq.edu.au/policy/docs/disruption_studies/policy.html *The Disruption to Studies Policy is effective from March 3 2014 and replaces the Special Consideration Policy.*

In addition, a number of other policies can be found in the [Learning and Teaching Category](#) of Policy Central.

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/support/student_conduct/

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://stu>

[dents.mq.edu.au/support/](https://www.units.mq.edu.au/support/)

Learning Skills

Learning Skills ([mq.edu.au/learningskills](https://www.mq.edu.au/learningskills)) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

IT Help

For help with University computer systems and technology, visit <http://informatics.mq.edu.au/help/>.

When using the University's IT, you must adhere to the [Acceptable Use Policy](#). The policy applies to all who connect to the MQ network including students.

Graduate Capabilities

PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

Learning outcomes

- Demonstrate an understanding of the type of tests used by organisational psychologists for personnel selection, development, and coaching
- Understand relevant theories and debates that underpin the development and content of a range of psychometric tests
- Evaluate the benefits and limitations of psychometric testing in different organisational contexts
- Comprehend the principles of psychometrics and apply these to critique test instruments
- Demonstrate an understanding of best practice in the use of test instruments

- Be aware of the ethics and principles of reporting and giving feedback on test results
- Use their knowledge to integrate testing into the design of an assessment program

PG - Critical, Analytical and Integrative Thinking

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is the generation of new, professionally oriented knowledge through personal or group-based critique of practice and theory.

This graduate capability is supported by:

Learning outcomes

- Demonstrate an understanding of the type of tests used by organisational psychologists for personnel selection, development, and coaching
- Understand relevant theories and debates that underpin the development and content of a range of psychometric tests
- Evaluate the benefits and limitations of psychometric testing in different organisational contexts
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- Develop basic skills in undertaking performance assessment

PG - Research and Problem Solving Capability

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

Learning outcomes

- Comprehend the principles of psychometrics and apply these to critique test instruments
- Interpret test results and prepare a written report
- Use their knowledge to integrate testing into the design of an assessment program

PG - Effective Communication

Our postgraduates will be able to communicate effectively and convey their views to different social, cultural, and professional audiences. They will be able to use a variety of technologically supported media to communicate with empathy using a range of written, spoken or visual

formats.

This graduate capability is supported by:

Learning outcomes

- Comprehend the principles of psychometrics and apply these to critique test instruments
- Demonstrate a basic skill level in the administration of test instruments
- Demonstrate a basic skill level in providing feedback on test results
- Demonstrate a basic skill level in conducting a behavioural interview
- Develop basic skills in undertaking performance assessment

PG - Engaged and Responsible, Active and Ethical Citizens

Our postgraduates will be ethically aware and capable of confident transformative action in relation to their professional responsibilities and the wider community. They will have a sense of connectedness with others and country and have a sense of mutual obligation. They will be able to appreciate the impact of their professional roles for social justice and inclusion related to national and global issues

This graduate capability is supported by:

Learning outcomes

- Evaluate the benefits and limitations of psychometric testing in different organisational contexts
- Be aware of the ethics and principles of reporting and giving feedback on test results

PG - Capable of Professional and Personal Judgment and Initiative

Our postgraduates will demonstrate a high standard of discernment and common sense in their professional and personal judgment. They will have the ability to make informed choices and decisions that reflect both the nature of their professional work and their personal perspectives.

This graduate capability is supported by:

Learning outcomes

- Comprehend the principles of psychometrics and apply these to critique test instruments
- Demonstrate an understanding of best practice in the use of test instruments
- Demonstrate a basic skill level in the administration of test instruments
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