PSYO940

Psychological Assessment and Evaluation

S2 Evening 2018

Department of Psychology

Contents

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General Information

Unit convenor and teaching staff
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Credit points
4

Prerequisites
Admission to MOrgPsych

Corequisites

Co-badged status

Unit description
This unit provides students with an introduction to the different types of 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

Develop basic skills in undertaking performance assessment

Use their knowledge to integrate testing into the design of an assessment program

Assessment Tasks

Name	Weighting	Hurdle	Due
Presentation	15%	No	TBA
Report	55%	No	TBA
Assessment program	30%	No	TBA

Presentation

Due: **TBA**
Weighting: **15%**

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

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
• Develop basic skills in undertaking performance assessment

Report

Due: **TBA**
Weighting: **55%**

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: **30%**

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

Delivery and Resources

1. Pre-unit learning modules - are available via the i-Learn site and include quizes. 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 (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- Academic Appeals Policy
- Academic Integrity Policy
- Academic Progression Policy
- Assessment Policy
- Fitness to Practice Procedure
- Grade Appeal Policy
- Complaint Management Procedure for Students and Members of the Public
- Special Consideration Policy *(**Note:** The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.)*

Undergraduate students seeking more policy resources can visit the Student Policy Gateway (https://students.mq.edu.au/support/study/student-policy-gateway). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit Policy Central (https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/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/study/getting-started/student-conduct

Results

Results shown in *iLearn*, or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au.

Student Support

Macquarie University provides a range of support services for students. For details, visit http://students.mq.edu.au/support/

Learning Skills

Learning Skills (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://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the Acceptable Use of IT Resources Policy. The policy applies to all who connect to the MQ network including students.

Graduate Capabilities

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
- 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
- Develop basic skills in undertaking performance assessment
- Use their knowledge to integrate testing into the design of an assessment program

Assessment tasks

- Presentation
- Report
- Assessment program

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

Assessment tasks

- Presentation
- 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
- Comprehend the principles of psychometrics and apply these to critique 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
- Develop basic skills in undertaking performance assessment

Assessment tasks

- Report
- Assessment program

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

Assessment task

- Report

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

- Develop basic skills in undertaking performance assessment

Assessment tasks

- Presentation
- Report
- Assessment program

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

Assessment task

- Report