



PSYO8940

Psychological Assessment and Evaluation

Session 2, Special circumstance 2020

Department of Psychology

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Notice

As part of [Phase 3 of our return to campus plan](#), most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to [timetable viewer](#). To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff

Unit Convenor

Ben Morrison

ben.morrison@mq.edu.au

Contact via ben.morrison@mq.edu.au

C3A-4 First Walk, Room 526

By appointment

Credit points

10

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:

ULO1: Describe and critique relevant theories that underpin psychometric tests used by organisational psychologists for personnel selection, development, and coaching

ULO3: Demonstrate basic skills in the administration of test instruments, providing test results feedback and undertaking performance assessment.

ULO2: Critique the principles of psychometrics as applied to best practice in the use of test instruments

ULO4: Interpret test results and prepare a written report

ULO5: Interpret test results and prepare a written report reflecting awareness of ethics and principles of giving feedback on test results

ULO6: Apply knowledge to integrate testing into the design of an assessment program

General Assessment Information

All assessments are to be submitted through iLearn. Instructions are available in the 'Lecture and Assessment Guide' on the iLearn unit website.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Group presentation</u>	15%	No	TBA
<u>A written report on test results</u>	50%	No	Week 8
<u>Assessment program design</u>	30%	No	Week 12
<u>Test administration</u>	5%	No	TBC

Group presentation

Assessment Type ¹: Presentation

Indicative Time on Task ²: 5 hours

Due: **TBA**

Weighting: **15%**

Each group critically evaluates a psychometric test, presents to the class in 30 minutes and prepares a handout.

On successful completion you will be able to:

- Describe and critique relevant theories that underpin psychometric tests used by organisational psychologists for personnel selection, development, and coaching
- Demonstrate basic skills in the administration of test instruments, providing test results feedback and undertaking performance assessment.
- Critique the principles of psychometrics as applied to best practice in the use of test instruments

A written report on test results

Assessment Type ¹: Report

Indicative Time on Task ²: 50 hours

Due: **Week 8**

Weighting: **50%**

Students submit a written report of 1800 words on test results on a case scenario

On successful completion you will be able to:

- Interpret test results and prepare a written report
- Interpret test results and prepare a written report reflecting awareness of ethics and principles of giving feedback on test results

Assessment program design

Assessment Type ¹: Case study/analysis

Indicative Time on Task ²: 45 hours

Due: **Week 12**

Weighting: **30%**

Students will design a test battery for given case study, and present this in a report format in 1500 words.

On successful completion you will be able to:

- Apply knowledge to integrate testing into the design of an assessment program

Test administration

Assessment Type ¹: Clinical performance evaluation

Indicative Time on Task ²: 5 hours

Due: **TBC**

Weighting: **5%**

In pairs, student administer components of a cognitive ability and personality test and provide verbal feedback to each other

On successful completion you will be able to:

- Demonstrate basic skills in the administration of test instruments, providing test results feedback and undertaking performance assessment.
- Interpret test results and prepare a written report reflecting awareness of ethics and principles of giving feedback on test results

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the Writing Centre for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

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 - weekly live lectures delivered online
3. Class activities - these will include opportunities for students to learn and demonstrate skills (activities may be convened online or on campus)
4. Readings - a reading list has been provided on the iLearn site and students are encouraged to read widely from relevant journals in the fields of psychometric testing and organisational psychology
5. Online resources - the iLearn 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) (<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.*)

Students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/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) (<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 published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) 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 or if you are a Global MBA student contact globalmba.support@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 help you improve your marks and take control of your study.

- [Getting help with your assignment](#)
- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

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

If you are a Global MBA student contact globalmba.support@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.