ASSESSMENT APPLIED TO CONTEXT II – Code 800167

Academic Year 2016-17

COURSE INFORMATION

Undergraduate Studies: 0812 – Degree in Psychology   (Studies Plan 2009-10)
Type: Compulsory
ECTS: 6.0
Module: Basic psychological training
Area: Assessment and psychological diagnosis
Year: Third
Semester: 2

INSTRUCTOR INFORMATION

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Office hours:

SYNOPSIS

COMPETENCIES

General competencies

GC7: Know and understand the different methods of psychological evaluation, diagnosis and treatment in different areas involving the application of psychology.

GC8: Identify recipients' needs and demands in the different areas of application and establish goals for psychological action.

GC9: Identify the relevant characteristics of individual behaviour.

GC11: Select and manage specific psychology techniques and instruments.

GC13: Appropriately and accurately transmit evaluation results to recipients.

GC14: Prepare oral and written psychological reports in different areas of activity.

GC15: Know and comply with the requirements of professional ethics in psychology.

Transversal competencies

TC1: Analysis and synthesis.

TC2: Preparation and defence of properly reasoned arguments.

TC3: Problem solving and decision making within the Psychology area

TC4: To apply professionally knowledge about the own work or vocation.

TC5: To be able of collecting and reading on relevant data in the Psychology science framework to issue judgments including a reflection on relevant social, scientific or ethical issues.

TC6: Teamwork and collaboration with other professionals.

TC7: Critical thinking and, in particular, capacity for self-criticism.

TC8: Skills for designing future learning. Skills needed for the up-dating and improvement of the competences, skills and knowledges required to be a psychologist.

TC9: To be able of providing information about problems and solutions both to specialized and non-specialized audiences

Specific competencies

SC1: Identify needs and demands of the recipients of work performed by the psychologist in the different areas of application.CE3: To be able of planning and performing an interview

SC4: Be able to describe and measure variables (personality, intelligence and other aptitudes, attitudes, etc.) and cognitive, emotional, psychobiological and behavioural processes).

SC5: Be able to identify differences, problems and needs.

SC6: Be able to diagnose in accordance with professional criteria.

SC7: Know how to describe and measure processes of interaction, group dynamics and group and inter-group structure.

SC8: Be able to identify group and inter-group problems and needs.

SC9: Know how to describe and measure processes of organizational and inter-organizational interaction, dynamics and structure.

SC13: Know how to choose appropriate psychological intervention techniques to achieve objectives.

SC10: Know how to analyse the context in which individual behaviours and group and organizational processes take place.

SC11: Know how to select and manage instruments, products and services and be able to identify interested persons and groups.

SC16: Know how to plan evaluations of programmes and interventions.

SC17: Be able to measure and obtain relevant data for the evaluation of interventions.

SC18: Know how to analyse and interpret results of evaluations.

SC19: Know how to appropriately and accurately provide feedback to recipients.

TEACHING ACTIVITIES

Some introductory classes will introduce the main concepts and areas of interest in the field. Prior to their completion a detailed outline of each one will be available to the students by using the virtual campus web page. After theoretical classes completion students will perform a test to promote information integration. As a parallel and complementary type of activity, students will perform practical activities such as case analysis, guided reading, use of specific software and testing-laboratory activities. They will also attend some (2-3) interactive talks by work psychology experts.

ECTs break-down

TEACHING ACTIVITIES	Hours	% of total credits	Attendance
Class sessions	45	30%	100%
Tutorials	15	10%	50%
Students' work (class assignments and time of study)	80	53%	0%
Assessment activities	10	6.7%	100%

BRIEF DESCRIPTION:

Protocols for evaluating and diagnosing people in work and social environments. Physical, behavioural and social programmes evaluation in work environments. Evaluation of work performance. Evaluation of professional competences.

PRE-REQUISITES

No special requisites required

OBJECTIVES

A) To understand the more relevant methods and models of evaluation used in the work and social fields. To be able of making relations between, on a hand, such methods and, on the other hand, research and intervention processes.

B) To design and apply mainlines of procedures for evaluating work forces and their work environments Design of personnel evaluation procedures for.

C) To manage most relevant techniques for the measurement and the evaluation in the labour and social spheres.

D) To apply the techniques studied in the subject's program.

E) To prepare technical reports.

TOPICS

1.   Psychological assessment and professional framework

    1.1.   The research-intervention-assessment loop

    1.2.   People evaluation versus systems evaluation

    1.3.   Social and work evaluation scopes: people, groups and organizations

2.   Work psychology: evaluation processes.

3.   Personnel psychology: models

4.   Assessment methods and techniques

    4.1.   Psychometric requirements

    4.2.   Assessment for training and staff selection: tests, curriculum vitae analysis, interviews and observation

    4.3.   Ergonomic, performance and labour health assessments: scales and questionnaires

    4.4.   Social interaction assessment: attitudinal scales and sociometrist technics.

    4.5.   Consumer assessment: surveys and qualitative analysis

ASSESSMENT

Each student final mark will result from the integration of the information provided by two types of evaluation: individual evaluation and evaluation by groups.

1. Individual evaluation. There will be two exams. Each one will include test-like Questions and short questions. Students not passing both exams must do a final exam.
2. Group evaluation. Student will work by groups of 4-5 people. Each group must do a minimum of two practical works. Every work must include a diagnostic process and an intervention design.

These two parts must be related to the previously performed diagnostic evaluation. The evaluation of the work will include a work session in the teacher office.

Individual written tests will account for the 70% of the final mark. Group works will account for the 30% of the final mark

RESOURCES

Textbooks

The main textbooks are

Krumm, D (2001). *Psychology at Work: an Introduction to Industrial/Organizational Psychology*. New York. Worth Publisher.

Muchinsky, P.M. (2015). *Psychology Applied to Work, 11th Edition*. New York. Hypergraphic Press.

Basic references

Anderson, N; Ones, S; Sinangil, H.K & Viswesvaran, C. (2001). Handbook of Industrial, Work and Organizational Psychology . Vol.1, Personnel Psychology. London. Sage 2001.

Arnold, J., & Randall, R. (2016). Work Psychology: Understanding Human Behaviour in the Workplace. Harlow. Pearson.

Blustein, D.L. (2013). The Oxford Handbook of the Psychology of Working. Oxford. Oxford University Press.

Cook, M. (2016). Personnel Selection. Adding Value Through People: A changing Picture. Oxford. John Willey & Sons.

Landy, F.J. & Cooper, C.L. (2010). Work in the 21st Century: an Introduction to Industrial and Organizational Psychology. Massachusetts. John Willey and Sons

Matthewman, L; Rose, A; & Hetherington, A. (2009). Work Psychology: An Introduction to Human Behaviour in the Workplace. Oxford. Oxford University Press.

Schabrack, M.J; Winnubst, J.A.M; & Cooper, C.L. (2012). The Handbook of Work and Health Psychology, 2th Edition). London. Willey.

Sutton, A. (2015). Work Psychology in Action. London. Palgrave MacMillan.

Truxillo, D.M. & Bauer, T.M. (2015). Psychology and Work: Perspectives on Industrial and Organizational Psychology. London. Routledge.

Wickens,C.D. ; Lee, J; Liu, Y.; & Gordon Beker, D. (2014). An Introduction to Human Factors Engineereing. Harlow. Pearson.

Woods, S.A. & West, S.A. (2014). The Psychology of Work and Organizations (2th Edition). Hampshire. Cengage Learning EMEA

Other resources

Some useful links related to the work psychology are

http://www.apa.org/action/science/organizational/education-training.aspx
http://www.eawop.org/strategy-and-aims
http://www.ilo.org/global/lang--en/index.htm
https://en.wikipedia.org/wiki/Industrial_and_organizational_psychology
https://en.wikipedia.org/wiki/Society_for_Industrial_and_Organizational_Psychology
https://www.hfes.org/web/Default.aspx
http://www.siop.org/history/crsppp.aspx
http://performance-appraisals.org/