

*Psy 766 - Personnel Selection Research  
Course Syllabus*

*Spring 2007  
T & TH 10:15-11:30 AM*

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Instructor *Dr. Adam Meade, 749 Poe Hall, 543-4857  
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Office hours: T and Th 11:30-12:00  
Course website: <http://courses.ncsu.edu/psy766/lec/001/>  
Course list-serv: [psy766-001@wolfware.ncsu.edu](mailto:psy766-001@wolfware.ncsu.edu)*

Course objectives:

- Provide an overview of the personnel selection process
- Provide hands-on experience analyzing personnel research data
- Provide extensive knowledge regarding specific predictors and methods commonly used in personnel selection research

Course Requirements:

- Class Participation (15%)
- Job analysis project (5%)
- Mid-term exam (20%)
- Applied data analysis project (25%)
- Class briefing project (15%)
- *Either* a closed-book final *or* a 12-15 page research proposal (class to vote) (20%)

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Grading: Final grades will be computed using the following scale:

A+ = 97 – 100	A = 93-96	A- = 90-92
B+ = 87-89	B = 83-86	B- = 80-82
C+ = 77-79	C = 73-76	C- = 70-72
D+ = 67-69	D = 63-66	D- = 60-62
F = < 60		

Required Text: None

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**Course Overview:**

This course is intended to provide you both with the practical knowledge of how to conduct personnel selection research, the methodology used in selection, and an extensive knowledge of commonly used predictors. I would like for this course to be discussion-based. As such, full participation is expected from everyone each week and absences should be kept to an absolute minimum.

*Class Participation (15% of total grade):*

Class participations grades will be assigned based on three primary factors, (1) leading class discussion of assigned papers and distributing written summaries (40%), (2) preparing class discussion questions ahead of time (50%), and (3) participating in class discussions (10%).

Each week, someone will be assigned to provide the class with a written summary of each reading. Whoever is assigned to provide a summary of the reading will also be responsible for leading class discussion on that reading. Each week, there will be one or more articles for which I will provide a written summary and will lead the class discussion.

In addition to being responsible for assigned readings, each person is expected to e-mail me discussion questions about each reading. I expect at least one discussion questions pertaining to **each** reading to be e-mailed to me by 8:00 PM the day before class.

Written summaries, discussion questions, and class participation will be graded on a three point full-credit (100%), partial-credit (80%), and no-credit (0%) scale. Late discussion questions and written summaries will not be accepted. Unexcused absences will result in a participation grade of zero for that day. Absences for external work requirements are considered unexcused. Absences for attendance at professional conferences are considered excused.

*Job Analysis Project (5%):*

In order to familiarize ourselves with how approaches to job analysis might lead to varied results, we'll look at job descriptions and output from three approaches to job analysis. This is an semi-formal exercise, meant to give you a chance to review a technique, rather than practice in conducting job analysis. For this project, you will work in pairs in order to discuss what results of a job analysis might look like from different approaches. More details to follow on the course website.

*Class Briefing Project (15% of total grade):*

Employee selection accounts for an enormous amount of the content domain of I/O Psychology. As such, it is impossible to adequately cover all areas related to employee selection in a single course. While we will focus on selection methods and predictors in this course, I would like the class to get some exposure to other related topics as well. In order to gain this exposure and to practice essential presentation skills, each person in the course will review a content area and present their findings along with a written summary document in class.

Briefings should take 12-15 minutes maximum and be accompanied by a 2-3 page written summary. Presentations will be scheduled for the last couple of days of the semester, with written summaries due at that time. I would strongly urge you to provide me a draft of the written summary for review at least a week beforehand for revising. Be sure to check the course website for potential briefing topics.

*Data Analysis Project (25% of total grade):*

As stated previously, the goal of this course is to expose you to not only the latest published literature on employee selection, but to also ensure that you have some hands-on experience with actually conducting the analyses. As such, you will complete a large-scale data analysis project in the course. This project will involve manipulating data, conducting the needed analyses, and writing up a brief technical report. Because this is a large project in a course that is already time-consuming and relatively demanding, I suggest that you work in teams in order to complete the project. More details on the project will follow. Updates can be found on the course website.

*Topic overview:*

The reading list for each topic will appear on the course website. Be sure to regularly check the website in order to find out what topics will be covered (and thus what summaries and questions are due) for each class period. Readings will be available via link to .pdf files. Please allow enough time to ensure that you are able to obtain all readings and adequately prepare for class.

Topic #	Topic
1	Measurement review
2	Methodological overview, job analysis, criteria issues, performance theories
3	Validity, the validation process
4	Validity "corrections", validity generalization, utility analysis
5	Decision making
6	Legal issues, adverse impact, bias v. fairness, banding and other score adjustments
<i>Mid-term exam</i>	
7	Predictors overview
8	Intelligence (g) theories, cognitive ability tests
9	Practical intelligence, situational judgment tests, conditional reasoning tests
10	Personality theory, personality tests
11	Biodata
12	Integrity tests, assessment centers
13	Interviews
14	Faking / Social desirability

*Important Course Dates:*

- 1/23 - Job analysis project due in class
- 2/27 - Mid-term Exam (tentative date)
- 3/6 & 3/8 - No class, Spring Break
- 4/12 - Projects Due (tentative date)
- 4/19 & 4/24 - Briefing presentations
- 4/26 - No class, SIOP holiday
- 5/4 - Final paper due (if chosen). Final exam, if chosen, TBD

