SPRING 2015

PERSONNEL PSYCHOLOGY—PSYC 353-500

Lectures: TR 11:10 am-12:25 pm
Room: PSYC 337
Instructor: Winfred Arthur, Jr. PhD
Office: Psychology 272
Phone: 845-2502
Email: w-arthur@tamu.edu
Office Hrs: TR 2:00 pm-4:00 pm. I am also available by appointment as well.

This syllabus can be found online in the Howdy schedule of classes.

REQUIRED TEXT
None

RECOMMENDED SOURCES


Other sources and readings will be assigned as warranted.

PREREQUISITES
PSYC 107, PSYC 203, and PSYC 204; or U3 or U4 classification

COURSE DESCRIPTION
The focus of this course is to introduce students to current topics, and advances and innovations in personnel psychology. Towards this end, the course will start with an overview of major concepts and principles (e.g., test score reliability and validity) which will serve as the foundation for subsequent topics.

Whereas we are not exactly a small class, after the introductory topics, my intent is to make this course more discussion-based and less so lecture-based. Hence, it is expected that students will have done some reading on the specified topic before class and be ready to discuss it in class.

LEARNING OUTCOMES
This course is designed to introduce and engage the student in a review and discussion of current topics, and advances and innovations in personnel psychology. Thus, the objective of course is to familiarize students with a range of topics and issues in personnel psychology. At the end of this course, successful students will be able to:

- Demonstrate a basic understanding and familiarity with current topics, and advances and innovations in personnel selection.
- Understand the extant research literature on these issues and subsequently be able to apply this understanding to, and consequently be an informed consumers of public media and other lay treatments, presentations, and discussions of these issues and topics.
• Apply this knowledge and understanding as a solid foundation for graduate or professional study in industrial/organizational psychology, and/or human resource management.

**COURSE STRUCTURE**
As previously noted, after the introductory topics, my intent is to make this course more discussion-based and less so lecture-based. Hence, it is expected that students will have done some reading on the specified topic before class and be ready to discuss it in class. Students may be provided with suggested and/or required readings for specified topics. However, it is expected that students will actively engage in locating and reading additional sources and material. The recommended sources listed on page 1 will be a good place to start for some topics.

**EXAMINATION AND GRADING POLICIES**
Final course grades will be based on performance on exams that will be administered after the completion of each topic, and a comprehensive final. The exams may consist of multiple-choice, write-in, and fill-in items.

1. **After-topic exams (70%)**
   There will be a short exam (about 15-20 items, sometimes more, sometime less) after the completion of each topic. These exams will be equally weighted and their cumulative score will comprise 70% of the final course grade.

2. **Final exam (30%)**
   The final exam will be comprehensive and will be administered on the University-scheduled finals date. This exam will comprise 30% of the final course grade.

**FINAL COURSE GRADE.** The assignment of final course letter grades will be based on the scale presented below. I use standard rounding rules to round to whole numbers (i.e., .5 or higher rounds to the next whole number).

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A</td>
<td>90-100</td>
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<tr>
<td>B</td>
<td>80-89</td>
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<tr>
<td>C</td>
<td>70-79</td>
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<tr>
<td>D</td>
<td>60-69</td>
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<tr>
<td>F</td>
<td>below 60</td>
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</tbody>
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PLEASE NOTE THAT THE ASSIGNMENT OF COURSE GRADES WILL BE AS STATED IN THIS SYLLABUS. I DO NOT AND WILL NOT ALTER THESE POLICIES ON A CASE-BY-CASE BASIS. CONSEQUENTLY, PLEASE **DO NOT** APPROACH ME AFTER GRADES HAVE BEEN POSTED TO EITHER ALTER YOUR GRADE OR GIVE YOU ADDITIONAL OPPORTUNITIES/ACTIVITIES TO CHANGE YOUR COURSE GRADE.

**EXAM DATES AND CONTENT**
As previously noted, after-topic exams will be administered after the completion of the specified topics. The exams will be administered **no later** than 2 class meetings after the completion of the specified topic.

The Final Exam will be on the University-scheduled finals date; please consult the Spring 2015 Final Exam Schedule at [http://registrar.tamu.edu/General/FinalSchedule.aspx# Spring 2015](http://registrar.tamu.edu/General/FinalSchedule.aspx# Spring 2015). The Final Exam will be comprehensive, encompassing all the material covered in the course.

**MAKE-UP EXAMS**
Attendance at exams is **mandatory**. Illness, death in the family, or other traumatic events unfortunately are part of life. However, to help manage the course and maintain some level of fairness across all students in the class, the policy concerning make-up exams is in strict accordance with University policy (see [http://student-rules.tamu.edu/rule07](http://student-rules.tamu.edu/rule07)). So, if you have an excused absence per this policy, then I will make arrangements for you to take the missed exam during office hours.

**CLASS ATTENDANCE**
Because the vast portion of the material covered by each exam will be based on in-class discussions, class attendance is mandatory. However, attendance will not be directly monitored and there will be no direct penalty for absences. That being said, if you miss class, please do NOT send me an email asking "Did you do anything important today?" or "What did we cover today?" It is YOUR responsibility to obtain lecture notes from a classmate if you miss class. So, identify a friend and exchange contact information on the first day!
Finally, if you bring a cell phone to class, please make sure it does not disrupt class; turn it off or set it to vibrate.

**Course Topics**
1. Measurement (test score reliability and validity); predictors (constructs and methods); criteria (work performance)
2. Personality testing and personnel selection
3. Unproctored internet-based testing, and mobile device testing
4. Performance monitoring
5. Use of social media to make employment-related decisions
6. Job candidate characteristics and employment interview decisions
7. Test taker reactions

**Withdrawal From The Course**
Policy governing withdrawal from the course is in accordance with current University regulations (see Student Rule 17 for details: [http://student-rules.tamu.edu/rule17](http://student-rules.tamu.edu/rule17)).

**Americans with Disabilities Act (ADA) Policy Statement**
"The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Department of Disability Services in Cain Hall, Room B118, call 845-1637, or email disability@tamu.edu. For additional information visit [http://disability.tamu.edu](http://disability.tamu.edu)."

**Academic Integrity Statement and Policy**
"Aggie Honor Code"

'An Aggie does not lie, cheat, or steal or tolerate those who do.'

Upon accepting admission to Texas A&M University, a student immediately assumes a commitment to uphold the Honor Code, to accept responsibility for learning, and to follow the philosophy and rules of the Honor System. Students will be required to state their commitment on examinations, research papers, and other academic work. Ignorance of the rules does not exclude any member of the TAMU community from the requirements or the processes of the Honor System. For additional information, please visit [http://student-rules.tamu.edu/aggiecode](http://student-rules.tamu.edu/aggiecode).

**Plagiarism—Faculty Senate Addendum**
"The handouts used in this course are copyrighted. By 'handouts', I mean all material generated for this class, which include but are not limited to syllabi, quizzes, exams, lab problems, in-class materials, review sheets, and additional problem sets. Because these materials are copyrighted, you do not have the right to copy the handouts, unless I expressly grant permission to do so.

As commonly defined, plagiarism consists of passing off as one's own ideas, words, writings, etc., which belong to another. In accordance with this definition, you are committing plagiarism if you copy the work of another person and turn it in as your own, even if you should have the permission of that person. Plagiarism is one of the worst academic sins, for the plagiarist destroys the trust among colleagues without which research cannot be safely communicated.

If you have any questions regarding plagiarism, please consult the latest issue of the Texas A&M University Student Rules, under the section 'Scholastic Dishonesty'."