B-IBM-M 5.2 HR Diagnostics

Code B-IBM-M 5.2	**Workload** 125 h	**Duration** 1 Semester	**Workload** 56 h physical synchronous contact hours
Level Bachelor	**ECTS-Credits** 5	**Frequency** both WS and SS	0 h online synchronous contact hours
Module Responsibility Prof. Dr. Christian Dries	**Teaching Units** 56	**Language of Instruction** English	14 h guided private study hours 55 h private study hours

Courses

Learning Outcomes/Competencies

The students who have successfully completed the module are able to:

- reflect the theoretical foundations of psychologically sound staff selection,
- explain the professional aptitude diagnostics and the recognized quality standards in professional practice,
- reflect on personnel diagnostics as an ethical and labor law relevant field of application of business psychology,
- select from an existing HR diagnostic repertoire instruments appropriate to the work context and to use them efficiently, to fall back on relevant quality standards and legal frameworks and to reflect critically on their approach, and
- critically assess the services offered on the labor market.

Module Content

Integration of Personnel Diagnostics into HR Management
- Definition, functions, objectives of personnel management
- The tasks of personnel management in psychology and business administration
- Current challenges for personnel management and personnel diagnostics
- Business Partnership Model, Shared Service Center and modern approaches to PM

History of Personnel Selection and Influence on HR Policy
- History of vocational aptitude diagnostics
- Influence of personnel policy

The Theoretical Foundations of Aptitude Diagnostics
- Choice of profession and organization
- Personal behavior and performance conditions
- Requirement analyses/requirement profiles

Methods and Instruments
- Overview of the aptitude diagnostic procedures
- The trimodal classification approach according to Schuler
- Constructor-oriented procedures (test procedures etc.)
- Biography-oriented procedures (interview etc.)
- Simulation-oriented procedures (AC etc.)
- Special features of international personnel selection

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Ethical and Labor Law Principles
- Personnel decisions: Benefit and fairness
- General Equal Treatment Act
- Setting & Onboarding Processes

Quality and Benefit Analysis
- Benefit analyses of suitability diagnostic procedures
- Decision errors (rejection, acceptance errors)
- Base rate, selection rate and incremental validity
- Methods for the validation of aptitude diagnostic procedures
- Evaluation of the suitability assessment (criteria contamination etc.)
- DIN 33430 with personal license E/BV/BE and process certification

- **Application: Conception and Planning of Aptitude-Diagnostic Projects**
- Planning steps of aptitude-diagnostic projects
- Planning of a concrete project (conception of an assessment center, multimo-dalented
- interview; carrying out an application analysis etc.)

Current Developments
- Digitization: e-assessment
- social media selection
- game-based assessment

Learning Activities and Teaching Methods

Physical Synchronous Contact Hours:
Lecture, interactive development of the contents, exercises in the form of small group work, case studies and role-plays, guidance on literature study, short presentations on selected learning topics.

Online Synchronous Contact Hours:
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Guided Private Study Hours:
Development of relevant questions on the basis of current studies/publications, conception of simple aptitude-diagnostic investigations, preparation of presentations.

Private Study Hours:
Study of literature, individual preparation and follow-up of the course contents, exam preparation.

Pre-Requisites

The successful completion of the following modules is recommended:
B-IBM 3.1   International Human Resource Management, Gender and Diversity Management

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Assessment Methods and Evaluation Criteria

Students complete this module by passing a written exam, which comprises 90 minutes. A pass in this module is achieved when the overall grade is greater than or equal to 4.0.

Value of Module Grade for Final Grade

5/170 ECTS credit points in Bachelor's degree programs of the integrated system of the faculty of Business & Media according to §1 (2) PO BT.

5/170 ECTS credit points in Bachelor's programs with an internship semester in the integrated system of the faculty of Business & Media according to §1 (2) PO BT.

Literature

Compulsory Literature

Conte, J. M., & Landy, F. J. (2019). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology* (6th ed.). Hoboken, NJ: John Wiley & Sons.

Cooper, C. (2018). *Current Issues in Work and Organizational Psychology.* Oxfordshire: Routledge.

Spector, P. E. (2019). *Industrial and Organizational Psychology: Research and Practice* (7th ed.). Hoboken, NJ: John Wiley & Sons.

Tarki, A. (2020). *Evidence-Based Recruiting: How to Build a Company of Star Performers Through Systematic and Repeatable Hiring Practices.* New York City, NY: McGraw Hill Education.

Further Literature

Cartwright, S., & Cooper, C. L. (2008). *The Oxford Handbook in Personnel Psychology.* Oxford: Oxford University Press.

Cascio, W.F. & Aguins, H. (Hrsg.) (2013) *Applied Psychology in Human Resource Management* (7th ed.) Harlow: Pearson New International Edition.

Chamorro-Premuzic, T., & Furnham, A. (2010). *The Psychology of Personnel Psychology.* Cambridge: Cambridge University Press.

Jackson, D., Lance, C.E., & Hoffman, B. (2013). *The Psychology of Assessment Centers.* Oxfordshire: Routledge.

Kenton, B. (2009). *HR: The Business Partner* (2nd ed.). Oxfordshire: Routledge.

McKenna, E. (2020). *Business Psychology and Organizational Behaviour* (6th ed.). Oxfordshire: Routledge.

Picardi, C. A. (2019). *Recruitment and Selection: Strategies for Workforce Planning & Assessment.* Newbury Park, CA: Sage Publications Ltd.

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Sanghi, S. (2016). *The Handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations* (3rd ed.). Newbury Park, CA: Sage Publications Ltd.

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