



MODULE SPECIFICATION

Part 1: Information			
Module Title	Psychological Assessment at Work		
Module Code	USPK7X-30-M	Level	Level 7
For implementation from	2020-21		
UWE Credit Rating	30	ECTS Credit Rating	15
Faculty	Faculty of Health & Applied Sciences	Field	Psychology
Department	HAS Dept of Health & Social Sciences		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p>Overview: This module focuses on understanding both the theory and practice of applying psychological assessment techniques in the work place. The module encourages a critical engagement with the nature and effectiveness of different methods and types of assessment</p> <p>Educational Aims: The module includes understanding current theories and applications regarding best practice of psychological assessment. The module also covers issues regarding fairness, diversity and ethics.</p> <p>Outline Syllabus: Indicative content:</p> <p>Introduction to Psychometrics</p> <p>Types of Tests and Scales</p> <p>Constructing Scales I - Classical Test Theory</p> <p>Constructing Scales II - Questions and Item Generation</p> <p>Constructing Scales III - Factor Analysis</p>

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Standardization and Norms

Reliability

Classical Test Theory and Reliability

Validity

Evaluating a Test

Ability Testing

Personality Testing

Alternative Approaches to Assessment

Job Analysis and Defining Assessment Needs

Selection and Assessment

Test Administration

Test Interpretation

Test Feedback

Ethics and Fairness

Professional Practice in Assessment

Teaching and Learning Methods: Students will be expected to attend scheduled timetabled sessions – these will be via online delivery. They will also be expected to engage in further reading and group based online discussions as well as independent study. There will be approximately 300 hours of learning, made up of 72 hours contact time.

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Part 3: Assessment

Two components of summative assessment are used.

Test feedback:

This assessment component requires students to provide written feedback to a candidate based on their test scores on a number of specific psychometric measures. Students will be required to analyse and evaluate the results of specific psychometric tests and provide written and feedback based on these results. This assessment demonstrates the student's ability to analyse, interpret and understand what psychometric assessments demonstrate as well as the ethics and competencies involved in candidate feedback.

Test Review:

This component requires students critically evaluate the test materials associated with a psychometric test. This

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<p>involves an evaluation of the material associated with the test such as the official test manual and other information provided with a psychometric assessment. The student should also provide a review of the psychological evidence associated with this test. This assessment requires students to understand the purpose and application of an instrument, evaluate the development and theory, describe and evaluate the reliability, validity and use of the instrument. The review will demonstrate the students ability to understand the use of different measures, the process of development of psychometric assessments, understanding and evaluation of the key statistical information provided as well as assessing validity, ethics and fairness associated with test use. This assessment will be an online exam over a 24 hour period.</p>			
First Sit Components	Final Assessment	Element weighting	Description
Practical Skills Assessment - Component B	✓	50 %	Test feedback (3000 words)
Examination (Online) - Component A		50 %	Test Review - Online Examination (24 hours)
Resit Components	Final Assessment	Element weighting	Description
Practical Skills Assessment - Component B	✓	50 %	Test feedback (3000 words)
Examination (Online) - Component A		50 %	Test Review - Online Exam (24 hours)

Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:	
	Module Learning Outcomes	Reference
	Understand and critically evaluate the theory and development of psychometric tests as they are used in occupational settings.	MO1
	Understand and critically evaluate theories and models regarding how psychological assessments are used in assessment and selection, including consideration of reliability, validity, performance criteria and utility.	MO2
	Considering the criteria for choosing and designing assessment methods including diversity, fairness and ethical practice.	MO3
	Evaluate and understand the application of relevant statistical and technical concepts to the technical evaluation of psychometric measures and demonstrate critical awareness of issues involved in such analysis.	MO4
	Read and understand the advantages and limitations of different types of assessment.	MO5
	Interpret and provide feedback from test scores.	MO6
Contact Hours	Independent Study Hours:	
	Independent study/self-guided study	228
	Total Independent Study Hours:	228

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	Scheduled Learning and Teaching Hours:	
	Face-to-face learning	72
	Total Scheduled Learning and Teaching Hours:	72
	Hours to be allocated	300
	Allocated Hours	300
Reading List	<p><i>The reading list for this module can be accessed via the following link:</i></p> <p>https://uwe.rl.talis.com/modules/usp7x-30-m.html</p>	

Part 5: Contributes Towards

This module contributes towards the following programmes of study: