



Module Specification

Psychological Assessment at Work

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Part 1: Information

Module title: Psychological Assessment at Work

Module code: USPK7X-30-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 30

ECTS credit rating: 15

Faculty: Faculty of Health & Applied Sciences

Department: HAS Dept of Social Sciences

Partner institutions: None

Field: Psychology

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

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

Features: Not applicable

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.

Outline syllabus: Indicative content:

Introduction to Psychometrics

Types of Tests and Scales

Constructing Scales I - Classical Test Theory

Constructing Scales II - Questions and Item Generation

Constructing Scales III - Factor Analysis

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

Part 3: Teaching and learning methods

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.

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. Scheduled learning: includes online lectures and core reading (40 hours). There will also be face to face workshops and scheduled online group discussions (32 hours). Independent learning: includes hours engaged with essential reading and asynchronous online discussions (128 hours) as well as assignment preparation and completion (100 hours). Virtual Learning: This module will be supported by a range of online learning environments, such as Blackboard where a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module. Discussion boards will be enabled for student use and facilitated/moderated by the module leader.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Understand and critically evaluate the theory and development of psychometric tests as they are used in occupational settings.

MO2 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.

MO3 Considering the criteria for choosing and designing assessment methods including diversity, fairness and ethical practice.

MO4 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.

MO5 Read and understand the advantages and limitations of different types of assessment.

MO6 Interpret and provide feedback from test scores.

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 228 hours

Face-to-face learning = 72 hours

Total = 300

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/uspk7x-30-m.html) via the following link <https://uwe.rl.talis.com/modules/uspk7x-30-m.html>

Part 4: Assessment

Assessment strategy: Two parts of summative assessment are used.

Test feedback:

This assessment part 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 part requires students critically evaluate the test materials associated with a psychometric test. This 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 under exam conditions

Assessment tasks:

Examination (First Sit)

Description: Test review Exam (2 hours)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Practical Skills Assessment (First Sit)

Description: Test feedback (3000 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

Examination (Resit)

Description: Test review Exam (2 hours)

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5

Practical Skills Assessment (Resit)

Description: Test feedback (3000 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Occupational Psychology [Frenchay] MSc 2023-24

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