



Exchange programme Vrije Universiteit Amsterdam

Vrije Universiteit Amsterdam - Exchange programme Vrije Universiteit Amsterdam - 2024-2025

Exchange

Vrije Universiteit Amsterdam offers many English-taught courses in a variety of subjects, ranging from arts & culture and social sciences, neurosciences and computer science, to economics and business administration.

The International Office is responsible for course approval and course registration for exchange students. For details about course registration, requirements, credits, semesters and so on, please [visit the exchange programmes webpages](#).

M&D3: Individual and Organizational Diagnosis

Course Code	P_BMD3IOD
Credits	6
Period	P1
Course Level	300
Language Of Tuition	English
Faculty	Faculty of Behavioural and Movement Sc.
Course Coordinator	dr. M. Neumann
Examiner	dr. M. Neumann
Teaching Staff	dr. M. Neumann
Teaching method(s)	Lecture, Seminar

Course Objective

In general, the primary aim of this course is to provide insight into the key tools and methods that can be used to assess individuals, groups, and organizations. After finishing the course, you will be able to translate such an assessment into relevant actions or workplace interventions.

After completing the course, you will obtain knowledge and skills related to:

- (1) The most important quality requirements of measurement instruments and the application of this knowledge to evaluate the quality of measurement instruments;
- (2) The (theoretical) background, psychometric quality, and applicability of measurement instruments that are commonly used by assessors/consultants in the workplace;
- (3) The development of a measurement instrument and the examination of its psychometric properties in the organizational context;
- (4) Different utility and decision-making models and the ability to calculate the utility of instruments and procedures;
- (5) Different models of test fairness and the ability to calculate the adverse impact of instruments and procedures;
- (6) Optimal group composition and the measurement of individual- and team-level variables;
- (7) Different measures at organizational level (e.g., organizational culture) which are commonly used by organizations.
- (8) Evidence-based test use and decision making

The content of this course will bridge the gap between theory and practice through analyses of the current practices present in the today's business environment.

Course Content

In the course you will learn a theory behind measurement instruments, so that you know how to apply tests and questionnaires in research and assessment, especially, in recruitment and personnel selection. You will learn to understand personnel selection methods, to check whether instruments are reliable, and to check whether those instruments measure what they are supposed to measure. You will learn what kinds of instruments are used in assessment and research and what requirements measurement instruments need to satisfy (e.g., by professional associations). In work groups, you will practice with formulas, analyze the reliability, validity, utility, and adverse impact of measurement instruments, and you will jointly develop an instrument yourself and test it in organizational context.

Additional Information Teaching Methods

Seven lectures and seven seminars (work groups). Teaching will be given in English. There will be two meetings per week (one lecture and one seminar). Although, attending the lectures is not mandatory, it is strongly recommended to attend lectures and actively participate in online activities. During the lecture we will analyze assignments to be practiced in seminars. You will have an opportunity to ask questions during lectures and via optional online activities, for instance, during Q&A sessions. Attending seminars is mandatory.

Method of Assessment

Written exam consisting of open-ended and multiple-choice items (70% of the total grade) and group empirical report (30% of the total grade).

Literature

The students are required to get access to the following two textbooks via the university library. Both titles should be available as ebooks. Goldstein, H. W., Pulakos, E. D., Passmore, J., & Semedo, C. (Eds.). (2017). *The Wiley Blackwell handbook of the psychology of recruitment, selection and employee retention* (1st ed.). Wiley. (selected chapters) Shultz, K. S., Zickar, M. J., & Whitney, D. J. (2014). *Measurement theory in action: Case studies and exercises*, second edition (pp. 57–122). New York, NY: Routledge. (selected chapters) Additional literature, mostly empirical articles, will be presented in the course manual.

Additional Information Target Audience

This course is required when applying to the master's program in Work and Organizational Psychology at the Vrije Universiteit Amsterdam.

Additional Information

Note that this is a very intensive course. It requires adequate preparations and performing multiple tasks.

Explanation Canvas

Course materials will be available on a Canvas course. It is strongly recommended to participate in all Canvas activities regularly.

Recommended background knowledge

The content of this course builds upon previous coursework in the bachelor of psychology. As such, it is assumed that basic concepts (e.g., reliability, validity, measurement error, test validation) are understood by students who enroll in this course. If you do not have much experience with statistics and methods, ensure that you have studied the following textbook before starting the course: Furr, R. M. (2011). *Scale construction and psychometrics for social and personality psychology*. London: SAGE.