**MOD 7: SELECTION AND ASSESSMENT**

**This module addresses the context for selection and assessment. It covers some of the key methodological approaches that are relevant to selection and assessment, including issues relating to the reliability and validity of these methods. The module also investigates measures that are popular in employee selection, including application forms, interviews, ability tests, personality assessment, and assessment centres. (**[**OPM100**](https://www.london.ac.uk/courses/selection-and-assessment)**)**

1. **Topics Covered**
2. Not listed.
3. **Learning Outcomes**

* Describe and evaluate contextual considerations for employee selection.
* Apply an array of theoretical perspectives to the measurement and predictive characteristics of assessment methods.
* Critically evaluate methodological issues in selection and assessment, including reliability and validity.
* Critically evaluate empirical, peer-reviewed research relating to selection and assessment.

1. **Assessment**

One two-hour unseen written examination.

1. **Essential Reading**

GREGORY, R.J. (1992). *Psychological Testing: History, Principles, and Applications*. 7th edn. London: Pearson. (Republished 2014).

CHAMORRO-PREMUZIC, T. and FURNHAM, A. (2010). *The Psychology of Personnel Selection*. Cambridge: Cambridge University Press.

PLOYHART, R.E., SCHNEIDER, B. and SCHMITT, N. (2005). *Staffing organisations: Contemporary practice and theory*. 3rd edn. London: Routledge.