**PSY 3106 Personnel and Human Resources Psychology**

**Course aim:**

The course aims at helping students understand the applications of individual differences, behavior and job performance in the workplace. It also considers the human skills and talents needed for certain jobs and assessment for potential employees, evaluation of job performance, and training for improved performance.

**Course Content:**

This course is mainly about the following human resource development areas: job analysis and job evaluation; personnel recruitment; psychological testing; screening and selection; training and development; and performance appraisal.

**Reading List**

Cascio, W. F. (1998). Applied psychology in human resource management (4th

Ed.). Englewood Cliffs, NJ: Prentice-Hall.

Cooper, D., & Robertson, I. T. (1995). The psychology of personnel selection – A

quality approach. London: Routledge.

Kaplan R. M. & Saccuzzo D. P. (1993). Psychological testing: Principles,

applications and issues, (3rd ed.). Pacific Grove, CA: Brooks/Cole.

Kline P. (1986). A handbook of test construction: Introduction to psychometric

design. New York: Methuen & Co.