

## Faculty of Psychology and Education Sciences



### PSY2121 Personnel psychology : competences evaluation

[30h] 3 credits

**Teacher(s):** Michaël Dubois  
**Language:** French  
**Level:** Second cycle

#### Aims

- to give a general survey of the functioning of an enterprise and of the place of human resources management in its strategy
- to present the major processes and methods used for the psychological evaluation of the persons for their appointment, their orientation, their re-orientation or their promotion inside the organisation, and the evaluation of their work
- to tackle the major aspects of the methods used
- to initiate the students to the choice of suitable technics and processes to bring a psychological evaluation in the work environment.

#### Main themes

- the various models of competence and its evaluation
- the general fields on which the evaluation may bear : personality, professional interests, skills (cognitive, psychomotor, etc.)
- certification of the methods: principles of design, liability, validity (of the predictor and of the criterion), utility value analyses
- comparison of the evaluation technics and contexts (i.e. the interview, the pencil-paper tests, the assessment centers, the simulation tests, the biographical inventories).
- evaluation of the performances at work, summary of the competences, internal mobility, promotions and mutations, spotting of potentials, succession planning
- external mobility (breach of collaboration, outplacement and organisational responsibility)
- internal and external approach of counselling and evaluation
- ethic dimension of competences evaluation

#### Content and teaching methods

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- to initiate the students to the choice of suitable technics and processes to bring a psychological evaluation in the work environment.

#### Other credits in programs

<b>PSP12BA</b>	Deuxième année de bachelier en sciences psychologiques et de l'éducation	(4 credits)	
<b>PSY21/2</b>	Première licence en sciences psychologiques (Psychologie sociale et des organisations)	(3 credits)	Mandatory
<b>PSY23/2</b>	Troisième licence en sciences psychologiques (Psychologie sociale et des organisations)	(3 credits)	Mandatory