APPL 644 Personnel Psychology spring 2022 Agenda

Schedule of dates and assignments - Overview:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Date** | **Meeting** | **Chapter** | **Project Due** | **Activity** |
|  |  |  |  |  |
| [Feb 1](http://home.ubalt.edu/tmitch/644/644.htm#Session1) | 1 | [**Chap 1 Organizations, Work, & Applied Psychology (Review)**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2001%20Rev%20Cascio%20PowerPoint.pptx) |  | [**Select Job**](http://home.ubalt.edu/tmitch/644/Appl%20644%20JA%20project.htm) |
| [Feb 8](http://home.ubalt.edu/tmitch/644/644.htm#Session2) | 2 | [**Chap 9 Analyzing Jobs and Work  (Rev)**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2009%20Rev%20Cascio%20PowerPoint.pptx) |  | Decide on Job assign |
| [Feb 15](http://home.ubalt.edu/tmitch/644/644.htm#Session3) | 3 | [**Chap 2 The Law and Human Resources Manageme**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2002%20Cascio%20PowerPoint.pptx)**nt** |  |  |
| [Feb 22](http://home.ubalt.edu/tmitch/644/644.htm#Session4) | 4 | [**Chap 4: Criteria: Definitions, Measures, and Evaluation**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2004%20REV%20Cascio%20PowerPoint.pptx) |  |  |
| [Mar 1](http://home.ubalt.edu/tmitch/644/644.htm#Session5) | 5 | [**Chap 5 Performance Appraisal and Management**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2005%20REV%20Cascio%20PowerPoint.pptx) |  |  |
| [Mar 8](http://home.ubalt.edu/tmitch/644/644.htm#Session6) | 6 | **Chap 6 Measuring & Interpretation of Individual Differences** |  | [**PA Project**](http://home.ubalt.edu/tmitch/644/APPL%20644%20PA%20Data%20Analsysis%20Project%20.htm) **Data** |
| [Mar 15](http://home.ubalt.edu/tmitch/644/644.htm#Session7) | 7 | **Midterm Exam RPNow** |  |  |
| Mar 24 | Sp Bk | \*\*\* No Class \*\*\* |  |  |
| [Mar 29](http://home.ubalt.edu/tmitch/644/644.htm#Session8) | 8 | [**Chap 7 Validation & Use of Individual Differences Measures**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2007%20Cascio%20PowerPoint.pptx) | **JA Team report** |  |
| [Apr 5](http://home.ubalt.edu/tmitch/644/644.htm#Session9) | 9 | [**Chap 8 Fairness in Employment Decisions**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2008%20Cascio%20PowerPoint.pptx) **& Chap 7 con’t** |  | **JA PPT presentations** |
| [Apr 12](http://home.ubalt.edu/tmitch/644/644.htm#Session10) | 10 | [**Chap 12 Selection Method**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2012%20Cascio%20PowerPoint.pptx)**s** | **PA report Due** | AOE |
|  |  |  |  |  |
| [Apr 19](http://home.ubalt.edu/tmitch/644/644.htm#Session11) | 11 | [**Chap 13 Managerial Selection Methods**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2013%20Cascio%20PowerPoint.pptx) |  |  |
| [Apr 26](http://home.ubalt.edu/tmitch/644/644.htm#Session12) | 12 | [**Chap 14 Decision Making for Selection**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2014%20Cascio%20PowerPoint.pptx) |  |  |
| [May 3](http://home.ubalt.edu/tmitch/644/644.htm#Session13) | 13 | [**Chap 15 Training and Development: Consideration in Design**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2015%20Cascio%20PowerPoint.pptx) |  | **Peter Leeds (SEM)** |
| [May 10](http://home.ubalt.edu/tmitch/644/644.htm#Session14) | 14 | [**Chap 17 International Dimensions of Talent Management**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2017%20Cascio%20PowerPoint.pptx) |  | Prometric |
| [May 17](http://home.ubalt.edu/tmitch/644/644.htm#Session15) | 15 | **Final Exam RPNow** |  |  |

**APPL 644 AGENDA Spring 2022**

**Session (1) Feb 1**

1. Announcements
2. Review syllabus
   1. Focus on two projects
3. [Kerlinger’s definitions and questions](http://home.ubalt.edu/tmitch/632/kerlinder%20definitions.htm)
4. **Jan 26 [Chap 1 Organizations, Work, & Applied Psychology](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Cascio_HRM8e_PPT_01.ppt)**
5. Job Analysis Team Project
   1. [**O\*Net**](https://www.onetonline.org/)
   2. Example of JA Report
   3. **Identify jobs for JA project teams**

**Agenda session (2) Feb 8**

1. Id jobs for JA and assign teams   [**Select Job for team JA Project**](http://home.ubalt.edu/tmitch/644/Appl%20644%20JA%20project.htm)
   1. **An example of a JA Report (SAC [Software Engineer)](http://home.ubalt.edu/tmitch/644/JA%20Report%20SoftApps%20EXAMPLE.pdf)**
   2. **you are not expected to conduct an incumbent survey, only to have SMEs (including you) to rater the importance, of tasks/KSAOs) and develop a linkage table**
2. On files directory: 7 work analysis questions to answer (for JA Project)  
   (see details on the file and below here)
3. [**Chap 9 Analyzing Jobs and Work**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2009%20Cascio%20PowerPoint.pptx)
4. Discuss [linkage table (In SAKAI files directory)](C:\\Users\\ntygmitc\\Dropbox\\A courses sp 644 642\\644 sp 22\\APPL 644 JA project\\644 JA project ex Linkage tables aggregated.xlsx)
5. *Identify choices and potential JA methods for your JA project job*

**Work analysis choices (7)**

1. Activities or attributes
2. General or specific
3. Qualitative or quantitative
4. Taxonomy based or blank slate
5. Observers or incumbents and supervisors
6. Single-job or multiple-job comparison
7. Descriptive or prescriptive
8. **Activities or attributes**? work oriented or worker oriented. Competency modeling incorporates the full range of KSAOs**.**
9. **General or specific?** level of detail needed in the analysis. A brief description purposes for pay-survey comparisons requires less detail than for PA
10. **Qualitative or quantitative?** narrative form or numerical evaluations (time, frequency, importance, or criticality)
11. **Taxonomy based or blank slate?** The PAQ) and the (F-JAS), both of which are described later in this chapter, are **taxonomy-based approaches**
12. **Observers or incumbents and supervisors?** (and linkage to others who provide input or use output of target job). SME Interviews and/or incumbent survey?
13. **Single-job or multiple-job comparison?** Sometimes necessary to consider linkages to other jobs to consider same selection procedures
14. **Descriptive or prescriptive?** as it currently exists. Suppose, however, or a strategic (future oriented)

**Agenda session (3) Feb 15**

1. Announcements / reminders
   1. **JA SME Interview guide APPL 644 posted to Sakai Files: JA Project Resources:**
   2. **JSS.v1 norms and scale on Sakai and syllabus**
   3. **Reminder: JA Team Report due March 29**
2. Check on status of SMEs for JA
3. [**Chap 2 The Law and Human Resources Manageme**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2002%20Cascio%20PowerPoint.pptx)**nt**
4.         [**Averse Effect Cases PPT**](http://home.ubalt.edu/tmitch/644/Syllabus%20files%20and%20links%20from%20APPL%20645/Adverse%20Effect%20Cases.pptx)

        [**Example of accommodation of disability for a job**](http://home.ubalt.edu/tmitch/645/Accommodation@itsfinest.jpg)

1. **What specific steps would you recommend to a firm in order to ensure fair treatment of persons with disabilities?**
2. **What guidance would you give to an employer who asks about rights and responsibilities in administering a testing program?**
3. **Your company provides services to the federal government. What information will the company need to provide to the OFCCP to ensure contract compliance?**
4. **Many jobs require various levels of experience in order to apply for them. How might you justify such requirements as job related and consistent with business necessity?**
5. **Your boss asks what disparate impact and disparate treatment has in the context of hiring and promotion. How would you respond?**

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**Agenda session (4) Feb 22**

1. Announcements / reminders
   1. **Reminder: JA Team Report due March 29**
   2. Check on status JA projects
2. **In lieu of Chapter 3: People, Decisions, and the Systems Approach**
   1. [**Malcolm Baldridge Awards**](https://baldrigefoundation.org/who-we-are/history.html?gclid=CjwKCAiAsaOBBhA4EiwAo0_AnOTCY8PxXnSUNtJ5Jhzw6wfs_NByEiaapSKAOAQNufP5QocwV1K8ehoCYQkQAvD_BwE)
   2. [**ASQ Quality Standards**](https://asq.org/quality-resources/learn-about-standards) **– and ISO topics**
3. **Feb 16**[**Chap 4: Criteria: Definitions, Measures, and Evaluation**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2004%20Cascio%20PowerPoint.pptx)
4. **BOR for JA team discussions**
   * 1. **Devise a valid/ reliable objective (operational criterion) for the job you analyzed**
     2. **Consider contamination and deficiency**
     3. **Expected relationship with a performance rating criteriion**

        [**Logic of Prediction**](http://home.ubalt.edu/tmitch/644/Syllabus%20files%20and%20links%20from%20APPL%20645/Logic%20of%20Prediction2.ppt)

**Agenda session (5) March 1**

1. Announcements / reminders
   1. **Look ahead to**
      1. **New article for next week (Schmidt, Oh, & Shaffer, 2019)**
      2.         [**Cohen’s *d* Effect Size (Magnusson)**](https://rpsychologist.com/cohend/)
2. **Finish Chapter 4 Criteria**
3. [**Chap 5 Performance Appraisal and Management**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2005%20Cascio%20PowerPoint.pptx)

        [**Summated Ratings text (P. Spector)**](http://home.ubalt.edu/tmitch/644/Syllabus%20files%20and%20links%20from%20APPL%20645/Summated%20Rating%20Scales.pdf)**for individual PA Project**

        [**Kappa in SPSS to compute agreement for categorical data**](http://www.stattutorials.com/SPSS/TUTORIAL-SPSS-Interrater-Reliability-Kappa.htm)

1. [**\*\*\* discussion of PA Data Analysis Project \*\*\***](http://home.ubalt.edu/tmitch/644/APPL%20644%20PA%20Data%20Analsysis%20Project%20.htm)

**Agenda session (6) March 8**

1. Announcements / reminders
   1. Midterm RPNow next week
   2. Cheat Sheet for Midterm exam on Files Directory
2. **JA Project  
   a. linkage table**
3. **PA Project** 
   1. **Questions on data analysis**
4. [**Chap 5 Performance Appraisal and Management**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2005%20Cascio%20PowerPoint.pptx) **from slide 7**
5. [**Chap 6 Measuring & Interpretation of Individual Differences**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2006%20Cascio%20PowerPoint.pptx)

**5.**Schmidt, F., Oh, I., Shaffer, J. (2019). The validity and utility of selection in personnel psychology: Practical and theoretical implications of 100 years of research findings. (Working paper) – **Sakai files directory –in** – **Sakai files directory –in “APPL. 185 Sp21 Resources”**

        [**Spurious Correlations**](http://www.tylervigen.com/spurious-correlations)

        [**Cohen’s *d* Effect Size (Magnusson)**](https://rpsychologist.com/cohend/)

        [**Cognitive Ability Testing (EF Wonderlic) white ppr**](http://home.ubalt.edu/tmitch/644/Syllabus%20files%20and%20links%20from%20APPL%20645/Cognitive%20AbilityTesting%20EF%20wonderlic.pdf)

* [**Scales of Measurement PPT**](http://home.ubalt.edu/tmitch/641/scales%20of%20measurement%20ppt%20mitchell.ppt) **(reminder)**

**(7)  Mar 15     Midterm Exam RPNow**

**Mar 24 \*\*\*\* Spring Break \*\*\*\***

**Agenda session (8) March 29**

1. Announcements / reminders

a. Your thoughts on the midterm

**b.** How class is being conducted – suggestions welcomed!

1. JA reports presentation
2. [**Chap 7 Validation & Use of Individual Differences Measures**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2007%20Cascio%20PowerPoint.pptx)

## [Disattenuating Correlation Coefficients](https://www.rasch.org/rmt/rmt101g.htm)

1. **PA Project** 
   1. **Questions?**
2. Adjourn

**Agenda session (9) April 5**

1. Announcements / reminders
2. **JA presentations**
3. Con’t  [**Chap 7 Validation & Use of Individual Differences Measures**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2007%20Cascio%20PowerPoint.pptx)
   1. Start at slide 8
4. [**Chapter 8 Fairness in Employment Decisions**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2008%20Cascio%20PowerPoint.pptx)

**Agenda session (10) April 12**

1. Announcements / reminders
   1. **\*\*\* PA Project Reports Due \*\*\***
   2. Bryan Edwards. Ph.D. AOE Science
   3. Chapter 7 formula for reliability ceiling on validity was correct
   4. Chapter 8 Fairness and Chapter (revised)
   5. Chapter 12 Selection
   6. Added SHRM Article to files directory “Selection Methods Assessments”

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**Agenda session (11) April 19**

1. Announcements / reminders
2. Chapter 12 Personnel Selection (students will prepare questions.
3. [**Chap 13 Managerial Selection Methods**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2013%20Cascio%20PowerPoint.pptx)
   1. Students will prepare questions for this chapter as well.

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**Agenda session (12) April 26**

1. Announcements / reminders
   1. **Chapter 14 Decision Making for Selection**
   2. **~~Next week April 27 4pm: Katie DePetris, Deloitte (Tableau)~~**

[**Chap 14 Decision Making for Selection**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2014%20Cascio%20PowerPoint.pptx)

**Agenda (13) May 3**

**1.** Announcements  
 a. Diann Brady and Tommy Fiske from Prometric

**b.** see Final Exam CheetSheet

2. [**Chap 15 Training and Development: Consideration in Design**](http://home.ubalt.edu/tmitch/644/644%20cascio%20ppts/Chapter%2015%20Cascio%20PowerPoint.pptx)

a. Revised PPT on files Directory

3 Peter Leeds, Ph.D. to explain Structural Equation Modeling (next week)

**Agenda (14) May 10**

1. Announcement

a. RPNow for final exam next week

b. Peter Leeds’ PPT deck in on Files Directory: PP decks from Guests (folder)

**Chap 17 International Dimensions of Talent Management (not on exam)**

Final Exam Review

* 1. Cheatsheet on Files Directory
  2. Students questions to class

1. **Guest speakers: Diann Brady and Tommy Fiske live and in person! Starting at 6:30 pm**

Economics theft of Psychology: Deutsch and Krauss. (always do a lit review)

Before MIT and economists stole from the IO psychologists.  Game theory and Behavioral economics.

<https://vivifychangecatalyst.wordpress.com/2014/11/16/game-theory-trucking-problem-cooperate-vs-compete/>

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**Session (15)  May 17       Final Exam RPNow**