



Psychology Stage 2

Assessment type: Production/Performance

Performance associated with Grade C, representing satisfactory achievement

Summary of task:

Consultancy brief: Workplace recruitment

This task requires the student to take on the role of a consultant hired by a company to provide information about how management might use psychological measurement to select company staff. Using their knowledge of measurement in psychology, they have been asked to write a brief (report) for the company describing how psychologists measure intelligence, personality and attitudes and the relevance, advantages and disadvantages and ethics of using these in the workplace for selecting staff. The brief (report) titled *Workplace Recruitment* is to be no more than 1100 words.

Keywords

Attitudes, Intelligence (Psychology), Personality

Grades are assigned at the end of a unit or semester based on the rank order of students.
Grades should not be assigned to individual assessments.



Work sample

Annotations

Background

The ^{purpose} aim of this proposal is to provide a company with the information about how management might use psychological measurement to select company staff. By that, the measuring of intelligence, personality and attitudes and the relevance, advantages and disadvantages and ethics of using these in the workplace for selecting staff. _____ is a private high school. As it is a private college, the number of students is not much compared to public high schools. There are only 300 students excluding the 20 teaching staffs. Therefore altogether, there are 320 people. They are short of teaching staffs and are recruiting people that are responsible, love kids and have a certificate that qualifies them to teach a specific subject.

Gives a clear outline of what the report is about.

Introduction

In a workplace, different ways of measurement in psychology is done to test the intelligence, personality and attitude of an individual. This is to identify or confirm the suitability of an individual at this field of work. Psychometric assessment in personnel selection and development is often used within Australian industries. Psychometric assessment is a standardized method of evaluating individual capabilities and styles. Individuals will be compared to scales that have been validated statistically. Having candidates answering work related questionnaires before being hired is one form of psychometric assessment. It could be divided into 3 sections, the intelligence, personality and attitudes.

Provides a basic description that includes reference to the measurement of a range of capabilities such as intelligence, personality and attitudes.



Work sample

Annotations

Measuring Intelligence

As a teaching staff in a high school, the basic need in a teacher would be intelligence as it requires knowledge to educate students. ~~How exactly can intelligence be measured? Well then,~~ there are 2 types of intelligence tests. There will be an individual test and a group test. Both tests are in pen-and-paper format. For the individual test, it is constructed for individual testing and could be timed or untimed whilst group test are tested in a large group in the same time and there is usually a time limit. What are the limitations to intelligence, a human beings brain continues to develop until he reach a certain age, so technically I think there is no limit until we just grow to old to learn anymore.

The level of detail given is inconsistent and the information contains some inaccuracies.

Ethical issues that are most often faced in high school with teaching staffs are often racism or being a cultural bias. As a teacher, being fair and equal to every single one of the students is really important. For example, an only Asian student in a class with all Australian students and an Asian teacher, the reason the Asian student is getting top of the class is because the teacher is being a cultural bias. It is not fair to others, therefore making a choice and telling the right and the wrong apart is really important.

Presents personal opinion as fact.

Measuring Personality

Personality can be measured also in 2 ways; they are answering relevant questionnaires and projective techniques. Questionnaires are in pen-and-paper format and this could vary in length from a small number of items to many hundreds. How reliable can this testing be, it is said to have scale with satisfactory reliability as it helps to asses' personality. Projective techniques is a more indirect way of assessing personality as participants are asked to respond to vague, unclear or ambiguous stimuli. This way of testing have been found to be discouraging in the Atkinson and McClelland(1948) research. How useful is personality in a teacher, being able to communicate well with students could help very much in educating them.

Uses terms without defining them. Makes some relevant reference to research, but its relevance is not explicitly stated.



Work sample

Ethical issues faced by having an individual with no personality is often lifeless in class and having difficulty in teaching in class as students do not give respect to someone that they think cannot teach because of their personality. As a teacher, being able to communicate and know students more could definitely get their attention. Besides that, being a cultural bias is also important in personality, having a multi-racial class full of student is definitely hard for some who has problems with different races, therefore hiring the right teaching staffs takes a lot of measurements in both intelligence and personality.

Annotations

Emphasises a relevant personal opinion.

Measuring Attitudes

~~How can we measure attitude when we cannot see or touch them directly?~~
Well actually there are a variety of responses that people provide where we can easily tell. Attitudes in teaching, having a teaching staff walking around the school compound with a frown and always screaming at students like they have anger management isn't exactly going to help students in school to be educated, that will only cause more fear in them. There are some cases where teachers could be abusive towards students and therefore, having a good attitude would be strictly needed for this job.

Questionnaires could also be used in measuring attitudes, as we can ask questions like in situations where a student are to go against what they are asked to do, how can one react if a student gets aggressive. Like the other 2 measurements, in pen-and-paper format. Ethical issues often faced by many managements are having to put up with teaching staff that are short temper, having to always handle them with violence. As of today, teachers in schools are not allowed to spank or hit students. Therefore attitudes play a big role in this job and it is also a requirement that needs to be measured on an individual that is thinking of working.

Gives a basic description of how attitudes are measured.



Work sample

Annotations

Conclusion

Psychological measurement for ~~recruiting staff~~^{what} is very important in recruiting the right staff accurately. By measuring each of these requirements carefully, the success of hiring the right employee is big, because the validity and limitations of each measurement are reliable. Careful steps should be taken in hiring responsible staff, because often irresponsible staffs leave half way causing complications and difficulty for the company. Besides that, hiring someone that not only has to take care but also educate students, this jobs plays a really big role and has an important task to fulfill. Having to get each student to graduate and be someone out there because that is a job as an educator.

Uses psychological terms, but not always correctly e.g. 'validity', 'reliability'.

As it was stated in previous, all three measures play an important part for this school. Intelligence helps in educating students and by not misusing intelligence ethical issues would not exist, and by getting a satisfactory in the results of the testing, accurate information about the suitability of an individual would be to work. Whilst personality and attitude would be as important as intelligence as being a teacher, communicating with students, being fairly equal to every student no matter what race they are and having an enthusiastic personality in teaching could boost up students interest in class.

Provides a general summary of the main points in the conclusion. However, this comes across as simplistic, rather than scientific.

In conclusion, to recruit a group of right staff for educating, precise steps of measurements are needed, and according to past researches, a lot of these psychometric assessments are accurate and reliable. And testing before hiring is the most important for it really give out a lot of information about an individual and a better judgment could be done in hiring.



Work sample

Annotations

Time Sheet

Types of research done	
27/03/2009 (10.50-12.35)	Background to the Brief & Introduction
30/03/2009 (1.45-2.45)	Measuring Intelligence
01/04/2009 (1.15-3.00)	Measuring Personality & Measuring Attitudes
03/04/2009 (10.50-12.35)	Conclusion & Reference

Reference

- Normality and individual difference. 2007. Heinemann psychology one, ed. S. Creasy, 224-319. Reed International Books Australia Pty Ltd.
- Psychometric assessment in selection and development http://www.allworthjuniper.com.au/info_pages.htm (accessed March 27, 2009).
- Shuit, D. P. (2003, December). Recruitment and Staffing. Workforce management, p 72-73.