

## ASSESSMENT TASK 3- PRODUCTION WORKPLACE RECRUITMENT CONSULTANCY BRIEF

**NAME:****DATE DUE: Thursday 1<sup>st</sup> April****TASK****(50 marks) (20% Production)**

**You are a Human Resources consultant with expert knowledge of psychological measurement used in intelligence testing, you have been approached to write a report to present to the management team of a company that are keen to be more strategic in their recruitment of employees.**

Using your knowledge of intelligence measurement in psychology, you will write a report for a company of your choice, describing the history of intelligence testing, how psychologists measure intelligence, advantages and disadvantages of using psychological measurement of intelligence in staff selection, the ethical issues in using psychological measurement of intelligence in staff selection and concluding with specific recommendations of how intelligence testing can be implemented in the company's recruitment processes. Your report titled *Workplace Recruitment* should be no more than 1000 words.

**UNIT:**

- 11 ATAR UNIT 1 PSY

**CONTENT:**

- Cognition (Intelligence)

**OUTCOMES:**

- Outcome 1: Psychological understandings
- Outcome 2: Investigating in psychology (research methods) psychological understandings;
- Outcome 4: Communication in psychology

**ALLOCATED TIME FOR THE TASK:** You will have approximately **one week** to complete your report. Although some time may be given in class majority of this task is to researched and written outside of class time.

**Activity steps – what you need to do:**

As a consultant your task is to write a report of no more than 1000 words titled *Workplace Recruitment*. You will:

1. **Use in-class work and a variety of sources** (books, journals, internet, media) to research information about the measurement of intelligence in psychology. Keep any rough notes you make so you can show these to your teacher if you are asked.
2. Reflect on how this information can be related to the consultancy brief you have been given.
3. Write a draft version of your brief. **Edit it carefully – remember you are consulting for an organisation that is paying you highly for your services.** They will expect a professional product.
4. Prepare the final copy of your report using the following headings:

**Background to the Brief:** including the purpose of the brief, a brief history of intelligence testing and an outline of the company you are consulting for.

**Measuring Intelligence:** define intelligence generally, the three types of intelligence and identify the intelligence most relevant to the organisation. Provide reasoning for your selection. Discuss in detail how this intelligence is measured, and discuss the strengths, limitations and ethical issues surrounding its measurement and use in the workplace.

**Conclusions – Recommendations for Company Implementation:** Recommend a specific intelligence test for the company to implement in its recruitment procedures. Provide detailed supporting reasoning for the recommendation of this test.

**Referencing:** include the references you used in the preparation of your report.

To be handed in: - *final report, assessment tasksheet and marking key*

<b>ASSESSMENT TASK 3 – PRODUCTION/PERFORMANCE – MARKING KEY WORKPLACE RECRUITMENT CONSULTANCY BRIEF</b>		
	Possible Mark	Allocated Mark
<b>1.0 BACKGROUND TO THE BRIEF</b>		
1.1 Describes the purpose (aim) of the report	4	
1.2 Briefly describe the history of research into intelligence		
1.3 Describes the company for whom the report is being written indicating: 1.3.1 Description of the company (i.e. good or service provided) 1.3.2 Size of the company 1.3.3 Occupations in this organisation 1.3.4 Roles and tasks of a specific occupation in this company	8	
<b>2.0 MEASURING INTELLIGENCE</b>		
2.1 Define intelligence and explains how I.Q. is tested	2	
Accurately and succinctly describes the theory of general intelligence citing relevant theorists	5	
Accurately and succinctly describes the theory of emotional intelligence citing relevant theorists	5	
Accurately and succinctly describes the theory of multiple intelligence citing relevant theorists	5	
2.2 Makes a professional suggestion of the intelligence(s) most relevant to chosen occupation including explanation	4	
2.3 Explain how the intelligence most relevant to the chosen occupation is measured using the correct research methods terminology	3	
2.4 In the context of research methods and using participants in research, discuss the strengths, limitations and ethical issues associated with using the type of intelligence testing identified in 2.2. 2.4.1 Strengths 2.4.2 Limitations 2.4.3 Ethical issues	6	
<b>3.0 CONCLUSION</b>		
Recommend specific intelligence test/s for implementation in the company's recruitment processes. Provide valid and detailed reasoning for the choice of test/s recommended.	3	
<b>4.0 REFERENCING</b>		
Provides at least three references (other than the textbook) and uses correct APA referencing.	2	
<b>5.0 QUALITY OF REPORT</b> The report is professionally written and pitched appropriately to the audience of an external paying company. The report is edited and presented in a thoughtful and easy to read way.	3	
<b>TOTAL MARK FOR TASK</b>	<b>50</b>	

Teacher comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_