**Year 11**

**PSYCHOLOGY ATAR 2022**

**TASK 3 – Consultancy Brief**

**Workplace Recruitment**

**(Weighting: 10%)**

To be submitted by: \_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| **MARKS AVAILABLE** | **YOUR MARK** |
| **37** |  |
|  | **%** |

Psychology – ATAR Year 11

Task 3 – Unit 1

**Assessment type:** Project

**Conditions**

Period allowed for completion of the task:

* 4 lessons to research and prepare notes
* 20 minutes (2 X 10 minutes rotations) in class to conduct and participate in an interview with a peer

**Task weighting**

10% of the school mark for this pair of units

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Consultancy brief: Workplace recruitment**

This task is scenario-based. As a Human Resources consultant with expert knowledge of psychological measurement used in intelligence testing, you have been approached to present to the management team of a company who are keen to be more strategic in their recruitment of employees.

You will be asked **interview-style questions** by the management officer (another student) and you will respond accordingly demonstrating your knowledge of intelligence testing.

Your **response will be filmed** and marked.

You will be allowed to bring in a single sided A4 page of notes to your ‘meeting’. Your notes will need to include:

* Your background, the background of your ‘company’ and the focus of the meeting (pre-determined)
* A description of what is meant by the term intelligence and how this has evolved.
* A brief history of intelligence testing and how intelligence is measured.
* The advantages and disadvantages of using psychological measurement of intelligence in staff selection, including group and individual testing.
* The ethical issues in using psychological measurement of intelligence for staff selection.
* The importance of Emotional Intelligence in the workforce
* Conclusions about the usefulness of psychological measurement for recruiting employees and a final recommendation.

You will need to hand in your notes, along with a separate page with your references in APA format.

Marking key for assessment task 3 — Unit 1

|  |  |  |
| --- | --- | --- |
| **Criteria** | **Possible mark** | **Mark** |
| **Introduction** | | **/3** |
| * provides a plausible scenario in terms of a HR consultant’s background | 1 |  |
| * clearly identifies the focus of the ‘meeting’, summarising the major points to be covered. | 2 |  |
| * briefly identifies the focus of the meeting | 1 |  |
| **Intelligence** | | **/18** |
| * detailed description of the concept of intelligence | 2 |  |
| * brief description/definition of intelligence | 1 |  |
| * clearly outlines the history of intelligence testing with reference to relevant theorists | 3 |  |
| * briefly outlines the history of intelligence testing with reference to relevant theorists | 2 |  |
| * briefly comments on some parts of the history of intelligence testing | 1 |  |
| * explains how intelligence is measured and relates to relevant theorists | 3 |  |
| * explains how intelligence is measured and relates to one relevant theorist | 2 |  |
| * describes a type of test used in measuring intelligence | 1 |  |
| * discusses the advantages of using group and individual testing | 2 |  |
| * lists the advantages of using group and individual testing | 1 |  |
| * discusses the disadvantages of using group and individual testing | 2 |  |
| * lists the disadvantages of using group and individual testing | 1 |  |
| * clearly defined emotional intelligence and references why this may be important in the workplace | 2 |  |
| * attempts to define emotional intelligence, limited application to the workplace | 1 |  |
| * discusses the advantages of using psychological measurement of intelligence in the context of staff selection | 2 |  |
| * lists the advantages of using psychological measurement of intelligence | 1 |  |
| * discusses the disadvantages of using psychological measurement of intelligence in the context of staff selection | 2 |  |
| * lists the disadvantages of using psychological measurement of intelligence | 1 |  |
| **Application to scenario** | | **/3** |
| * Clearly outlines a specific way that the identified company could test for intelligence, indicating whether it would be conducted as a group or individual, outlining why they should and explaining the advantages and disadvantages of this method | 3 |  |
| * Suggests a way that the identified company could test for intelligence, indicating the method and some advantages/disadvantages | 2 |  |
| * briefly suggests a way the company could test for intelligence | 1 |  |
| **Ethics** | | **/4** |
| * discusses all relevant ethical issues associated with psychological measurement of intelligence in the context of employee recruitment | 4 |  |
| * discusses some of the ethical issues associated with psychological measurement of intelligence in the context of employee recruitment | 3 |  |
| * describes ethical issues associated with psychological measurement of intelligence | 2 |  |
| * identifies ethical issues associated with psychological measurement of intelligence | 1 |  |
| **Conclusion** | | **/3** |
| * clearly outlines the usefulness of psychological measurement in employee recruitment referring to both limitations and strengths | 3 |  |
| * clearly outlines the usefulness of psychological measurement in employee recruitment | 2 |  |
| * briefly comments on the usefulness of psychological measurement in employee recruitment | 1 |  |
| **References** | | **/3** |
| * includes more than 3 relevant references and refers to them while presenting | 3 |  |
| * includes more than 3 relevant references but does not refer to them while presenting | 2 |  |
| * includes less than 3 references | 1 |  |

|  |  |  |
| --- | --- | --- |
| **Criteria** | **Possible mark** | **Mark** |
| **Communication skills** | | **/3** |
| * logically organises and presents ideas with a clear voice, relates them to the specific scenario | 2 |  |
| * presents relevant ideas, but these are not clearly articulated | 1 |  |
| * uses appropriate psychological terminology | 1 |  |
| **Total mark** |  | **/37** |

**Questions that the ‘interviewer’ will ask:**

1. **What’s your background and what do we need to know about intelligence testing?**
2. **What do you mean by ‘intelligence’? Are there different kinds of intelligence?**
3. **How do you measure intelligence?**
4. **What kind of scenario would we as a company measure intelligence in?**
5. **What would be the advantages to conducting group or individual intelligence tests?**
6. **Why would we want to measure intelligence? How will this testing improve our recruitment processes?**
7. **Would there be any problems/ concerns you may have encountered when using intelligence as part of our recruitment process?**
8. **How would we make sure the rights of all applicants and staff are protected?**