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(Name, Email, Contact#)

Module: spring 2018\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Course Title: Psychometric Testing\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Course Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Course Type: Applied\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Pre-Requisite: MO, OB, PMS, C&BM\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Counseling Hours: Class Days wednesday

Program Head: Dr. Naveed Yazdani\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| --- | --- | --- | --- |
|  | **Name** | **Signature** | **Date** |
| **Prepared By**  (Resource Person) | Jahan Ara |  | January 2018 |
| **Checked By**  (Program Head) | Aizza Anwar |  |  |
| **Approved By**  (Head QA) | Aizza Anwar |  |  |

**Course Description & Format**

This course aims to inculcate psychometric tests application, analysis and development skills in students. Psychometric tests are part of the selection/recruitment process and are used in many settings including industry and academia.

This is a hands-on course which kicks off with a few sessions on the theoretical foundations of the concept of psychological measurements. But bulk of the sessions is devoted to involve the students in conducting and developing psychometric tests. The course introduces the students to 5 main themes of psychometric tests: verbal, numerical, non-verbal, mechanical (spatial) reasoning and personality questionnaires.

The students are expected to develop a comprehensive psychometric test for a particular industrial setting and to present it in the form of a project presentation during the last 3 sessions of the course.

**Course Instructional Objectives**

1. The core instructional objective is to inculcate psychometric test development and application skills.
2. This will be achieved through class discussions, in-class activities and corporate sessions

**Course Student Objectives**

1. Students will learn the theoretical and conceptual framework of psychological testing.
2. The main student objective is to enable them to formulate and devise psychometric tests as HR professionals and consultants.

**Course Contents**

Following is the session-wise breakup of the course:

**Session 1 & 2: Introduction**

One-to-one introduction

Course Introduction, Teaching & Assessment Methodology

Distribution of Course Outlines

Discussion on Course Outline

Class grouping

Locating Psychometric Tests in HRM Functions

What is Psychometric Testing?

The Historical Background

Intelligence, Anthropometry & Galton

Nature Vs Nurture

Intelligence Testing & IQ

**Session 3: An Overview of Psychometric Tests**

**Reading: Selection Tests**

Psychological Tests & their purpose

A good psychological test

Types of tests

Interpreting results

Choosing tests

**Learning Outcomes**

This session along with the previous two would build the theoretical foundations of students regarding the notion of psychological and psychometric tests.

**Session 4: Verbal Reasoning Tests**

**Session 5: Numerical Reasoning Tests**

**Session 6: Personality Questionnaires**

**Session 7: Non-Verbal Reasoning Tests**

**Session 8: Mechanical Comprehension and IQ Tests**

**Learning Outcomes**

These five sessions will involve students extensively in solving five types of psychometric tests. Each category will be covered in a separate session. By the end of these 5 sessions, students will be familiar with word links, sentence sequencing, statement evaluation after reading a passage, key numerical operations, number sequencing and number problems, personality inventories, non-verbal reasoning, mechanical comprehension and IQ tests. The main outcome of these sessions is give students skills and knowledge so that they can design psychometric tests in the coming sessions. Detailed discussion on the explanations of answers will serve this purpose.

*In-Class Activity (Session 4 to 8) (5 marks each session: total 25 marks)*

**Session 9, 10 & 11: Linking Test Types with Jobs and Industrial Sectors**

**Learning Outcomes**

These 3 theoretical sessions will encourage students to link the 5 broad categories of psychometric tests covered with the real life job and industry situations. They will also design industry and job specific psychometric tests in groups in the class. Each session will carry graded class activity. These sessions are crucial opportunities for preparation for the student Projects.

*In-Class Activity (Session 9 to 11) (5 marks each session: total 15 marks)*

**Session 12: Guest Speaker Session**

A renowned HR expert from the corporate sector will share his/her experiences regarding psychometric tests with the students. This one-to-one interaction will enrich student understanding of the application of psychological tests in the industry.

**Session 13, 14 & 15: Project Presentations**

**Recommended Book (s) & Text:**

A comprehensive Course Pack with selection of readings from reputed texts on the subject will be provided.

**E-Resources:** [**http://moodle.umt.edu.pk**](http://moodle.umt.edu.pk)

**ASSESSMENT METHODOLOGY**

|  |  |
| --- | --- |
| Class Participation | 25 |
|  |  |
| In-Class Activities | 40 |
| Project Presentation | 35 |
|  |  |
| Total | 100 |

**CALENDAR OF ACTIVITIES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Session** | **Sub-Topic** | **Readings** | **Activities** |
| 1 | Introduction |  |  |
| 2 | Background of Psychometric Testing |  |  |
| 3 | An Overview of Psychometric Testing | Selection Tests |  |
| 4 | Types of psychometric testing |  | Yes |
| 5 | Numerical Reasoning Tests |  | Yes |
| 6 | Personality Questionnaires |  | Yes |
| 7 | Non-Verbal Reasoning Tests |  | Yes |
| 8 | Mechanical Comprehension and IQ Tests |  | Yes |
| 9 | Linking Tests with Job & Industry |  | Yes |
| 10 | Linking Tests with Job & Industry |  | Yes |
| 11 | Linking Tests with Job & Industry |  | Yes |
| 12 | Guest Speaker Session |  |  |
| 13 | Project Presentations |  |  |
| 14 | Project Presentations |  |  |
| 15 | Project Presentations |  |  |