General Information	
Academic subject	Big Data and psychological testing for selection and management of human resources
Degree course	MA in Psychology
Curriculum	Work and Organizational Psychology
ECTS credits	9
Compulsory attendance	No
Language	Italian

Subject teacher	Name Surname	Mail address	SSD
	Alessandro O. Caffò	alessandro.caffo@uniba.it	M-PSI/03

ECTS credits details			
Basic teaching activities	11/E1	M-PSI/03	9

Class schedule	
Period	Semester I
Year	I
Type of class	Lecture

Time management	
Hours measured	60 min
In-class study hours	60
Out-of-class study hours	165

Academic calendar	
Class begins	October 2021
Class ends	January 2022

Syllabus	
Prerequisite requirements	Knowledge of basics of statistics for social sciences, research methodology and psychometrics, knowledge of basics of work psychology
Expected learning outcomes (according to Dublin Descriptors)	Knowledge and understanding Knowledge and understanding of research methods and data analysis in applied psychology, with specific reference to big data and training and management of human resources Applying knowledge and understanding Knowledge and ability to understand and apply research methods and data analysis techniques broadly used in psychology with a professional approach, and skills demonstrated through devising and sustaining arguments and solving problems in the field of study of human resources psychology Making informed judgements and choices Ability to gather, analyse and interpret data related to psychological variables, which are considered useful for the determination and self-critical judgments that include reflection on relevant social, scientific or ethical issues

	Communicating knowledge and understanding Ability to communicate information, ideas, problems and solutions to both specialist and non-specialist stakeholders Capacities to continue learning Development of learning skills required to undertake further studies with a high degree of autonomy, and professional practice with a high intellectual component

Contents	Course Contents:
	    1. Methodologies and research design in applied psychology
	    2. Psychological tests for human resources
	    3. Data analysis to ascertain intervention efficacy in training and management of human resources
	    4. Introduction to non-parametrical data analysis
	    5. Exploratory and confirmatory factor analysis
	    6. Introduction to open source softwares R and jamovi

Course program	
Bibliography	1. Gallucci, M., Leone, L., Berlingeri, M. (2016). Modelli statistici per le scienze sociali. Pearson. 2. Argentero, P. (2006). I test nelle organizzazioni. Il Mulino.
Notes	The proposed books might be integrated with study materials provided by the teacher
Teaching methods	Classes. The course will be enriched with practical exercises on data analysis proposed during the classes, also at individual and group level.
Assessment methods	The examination is written, and requires problem solving through the use of data analysis software in psychology
Further information	All the communications to the students will be provided within the teacher's webpage on the website of the Department.

BARI, 26/05/2021   SIGNATURE

ALESSANDRO ORONZO CAFFO'