

Psychology Curriculum Work and Organizational Psychology

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
Academic Year	I
European Credit Transfer and Accumulation System (ECTS)	9
Language	Italian
Academic calendar (starting and ending date)	I semester
Attendance	Not compulsory

Professor/ Lecturer	
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Department and address	Room 413, IV Floor, Chiaia-Napolitano Building, Department of Educational Sciences, Psychology, Communication, Via Crisanzio, 42 – 70122 Bari (BA)
Virtual headquarters	Virtual Room on Microsoft Teams platform “Ricevimento Alessandro Caffò” code uj7fxi3
Tutoring (time and day)	Every Tuesday from 10 AM to 12 AM, by email appointment

Syllabus	
Learning Objectives	The course aims to provide theoretical skills and technical-practical skills of data analysis for the construction and validation of psychologists in the selection and management of human resources.
Course prerequisites	Knowledge of basics of statistics for social sciences, research methodology and psychometrics, knowledge of basics of work psychology
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
Books and 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.
Additional materials	The proposed books might be integrated with study materials provided by the teacher

Work schedule			
Total	Lectures	Hands on (Laboratory, working groups, seminars, field trips)	Out-of-class study hours/ Self-study hours
225	60		165
ECTS			
9	2.4		6.6
Teaching strategy		Teaching is based on the introduction of contents from the teacher and on in-class discussion, throughout frontal lessons, and practical exercising	

Expected learning outcomes	
Knowledge and understanding on:	Knowledge and understanding of research designs and data analysis in applied psychology, with specific reference to the field of big data and human resources
Applying knowledge and understanding on:	Knowledge and ability to understand and apply the research designs and data analysis techniques most used in psychology with a professional approach, and adequate skills both to devise and support arguments and to solve problems in the field of human resource psychology
Soft skills	<ul style="list-style-type: none"> • Autonomy of judgment Ability to collect, analyze and interpret data relating to psychological variables, deemed useful for determining critical and autonomous judgments, including reflection on social, scientific or ethical issues connected to them • Communication skills Ability to communicate information, ideas, problems and solutions to specialist and non-specialist interlocutors • Ability to learn Development of learning and self-training skills necessary to undertake subsequent studies with a high degree of autonomy, as well as professional activities with a high intellectual content

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Assessment and feedback	
Methods of assessment	Solving exercises and problems of data analysis applied to psychological constructs and interpretation of results, answers to closed questions, short answers to open questions. The exam includes a written test lasting 90 minutes. Intermediate exemption tests may be envisaged during the course and / or Guided Practical Exercises (EPG) on monographic topics.

Evaluation criteria	<p>Knowledge and understanding: The student must have made the teaching contents his own</p> <p>Applied knowledge and understanding: The student must have acquired the following skills: Knowledge and ability to understand and apply the research designs and data analysis techniques most used in psychology with a professional approach, and adequate skills both to conceive and support arguments and to solve problems in the field of study of human resource psychology</p> <p>Autonomy of judgment: The student must have acquired the skills to collect, analyze and interpret data relating to psychological variables, considered useful for determining critical and autonomous judgments, including reflection on social, scientific or ethical issues connected to them</p> <p>Communication skills: The student must have acquired the ability to communicate information, results, ideas, problems and solutions to specialist and non-specialist interlocutors</p> <p>Ability to learn: The student must have acquired the learning and self-training skills necessary to undertake subsequent studies with a high degree of autonomy, as well as professional activities with a high intellectual content</p>
Criteria for assessment and attribution of the final mark	The final grade is awarded out of thirty. The exam is passed when the final grade is greater than or equal to 18/30. In the presence of exemptions, the final mark is given by the average of the marks of each exemption, always expressed out of thirty.
Additional information	All communications and notices will be promptly published on the Department website on the teacher's personal page.

BARI, 24/06/2022

SIGNATURE

ALESSANDRO ORONZO CAFFO'

