lpsys2307
2023

Personnel psychology: evaluation and development of competences

6.00 credits	60.0 h	Q1

Teacher(s)	Caesens Gaëtane ;
Language :	French
Place of the course	Louvain-la-Neuve
Learning outcomes	
Evaluation methods	**Part A. Competency assessment** First session : The evaluation covers: 1. Carrying out work in sub-groups (Case analysis, interview with a professional, oral presentation, active participation) [35% of the grade for the part « Competency assessment »] 2. Individual written exam with closed notebooks composed of an open question aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models [65% of the grade for the part « Competency assessment »] The final grade will therefore take into account the achievement and active participation in groups and preparation sessions. Second session : The evaluation covers: 1. Carrying out individual work (Case analysis, interview with a professional) that will be presented in an oral exam (with questions on the work) [35% of the grade for the part « Competency assessment »]. 2.Individual written exam with closed notebooks composed of an open questions aiming to evaluate the knowledge and mastery of the different concepts, theoretical models and the application of these models [65% of the grade for the part « Competency assessment »] **Part B. Competency development** For both sessions (January and September), the evaluation will be done through an individual written examination with closed booklets composed of open-ended questions aimed at evaluating the knowledge and mastery of the different concepts, theoretical models and the application of these models. **Final Grade** For psychology students, the final mark is the weighted average of the marks for Part A ("Competency assessment" part) and for Part B ("Competency development" part). In the overall final grade, part A is worth 10/20 and part B is worth 10/20. All the modalities related to the certification evaluation are available on the course website on the Moodle platform
Teaching methods	**Part 1. Competency assessment** The course is based on the active participation of students and alternates : - Lectures - Carrying out work in sub-groups (oral presentation in front of students and the teacher) that involves a case analysis and an interview with a professional - Supervisions with the teacher - The intervention of a professional **Part 2. Competency development** The course is based on the active participation of students and alternates : - Lectures giving the students the necessary theoretical basis - Case analysis and practical exercises - The intervention of a professional
Content	**Part 1. Competency assessment** 1. The notion of "competency" 2. Main assessment methods: references, CV and biographical data, traditional interview, structured interviews, cognitive skills (general aptitude and specific aptitudes), 360° feedback, assessment center, personality test. 3. Assessing skills: psychometric qualities, social acceptance (justice), and so on. 4. Competency assessment in organizations: recruitment and selection, performance management, career management **Part 2. Competency development** 1. History and actors of training

	2. Training as a process (needs analysis, training design, training evaluation) 3. Principles of learning 4. Digitalization and training 5. Motivation in training 6. Transfer of training 7. Organizational socialization
Inline resources	Moodle
Bibliography	**Partie Evaluation des compétences** • Laberon, S. (2011). Psychologie et recrutement: Modèles, pratiques, et normativités. Bruxelles: De Boeck • Lévy-Leboyer (2007). Evaluation du personnel: Quels objectifs? Quelles méthodes? Paris: Editions d'Organisation. **Partie Développement des compétences :** • Carré, P. & Caspart, P. (2017). Traité des sciences et des techniques de la formation (4ème édition). Paris: Dunod • Rivard, P., & Lauzier, M. (2013). La gestion de la formation et du développement des ressources humaines. Presse de l'Université du Québec. • Saks, M. A., & Haccoun, R. (1995). Managing performance through training and development. Scarborough, Canada : Thomson.
Other infos	The following course(s) provide important foundations for understanding and integrating this course: LPSP1321: Psychology of human resources LPSP1211: Psychometrics LPSP1011: Statistics: descriptive analysis of quantitative data LPSP1209: Statistics, inference on one or two variables The course is given in French, but a set of English slides is available for international students: **no** The core reading for the course is in French, but equivalent core reading is available for international students in English: **yes** The written exam and oral presentations are in **French**. However, international students taking this course: • Will be allowed to use a dictionary when taking the written exam in French: **yes** • Will be allowed 33% more time when taking the written exam in French: **no** • Are provided with the opportunity to take the written exam in English: **no** • Are provided with the opportunity to take an alternative oral exam in English : **no**
Faculty or entity in charge	EPSY

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Master [120] in Psychology	PSY2M	6		🔍
Master [120] in Human Resources Management	GRH2M	5		🔍