

**Module description**

<b>Module title</b>	PSYCH-MA-PFM-12: Personal Psychology
<b>Subject</b>	Industrial and Organisational Psychology
<b>Associated degree</b>	Master of Science (M.Sc.)
<b>Module coordinator</b>	Prof. Dr. Ute-Christine Klehe Ute-Christine.Klehe@psychol.uni-giessen.de
<b>Frequency and duration</b>	Winter and summer (2 semester course, 1.5h per week)
<b>Language of instruction</b>	German or English
<b>Examination</b>	Presentations, essay, test or report
<b>ECTS</b>	10 (for full 2 semester module; partial module = 5)
<b>Prerequisites</b>	none
<b>Learning outcomes</b>	<p>Professional decision-making and responsibility is more than a specialised expertise. The job market also demands a range of skills, beyond ones field of expertise, such as methodological competencies and social and interpersonal skills. This module helps to build skills included under this definition of competency in professional decision-making and workplace conduct.</p> <p>Students will</p> <ul style="list-style-type: none"> <li>• advance their working techniques for researching and studying personnel psychology literature</li> <li>• gain relevant practical knowledge in selected areas of personnel psychology</li> <li>• apply scientific knowledge to practical professional questions</li> <li>• learn the methods used in personnel psychology</li> <li>• plan and organise task and organisation-related interventions</li> <li>• utilise measures from human resource management that are suitable to the particular assignment</li> <li>• reflect on problems confronting the implementation of measures used in personnel psychology</li> </ul>

<b>Module content</b>	<p>Activities in human resources divisions and personnel advising services are an important field of work for industrial and organisational psychologists. For that reason, the focus in this seminar will be on the practical application of the material. First, students gain theoretical knowledge for planning, implementing, and evaluating aptitude testing methods and measures for personnel psychology interventions. Then, students will develop their own diagnostic measures (e.g., job interviews, assessment centres, creating a battery of tests) or their own intervention measures (e.g., applicant training, negotiation training, time-management training) which they will independently put into practice. The independent execution of this project prepares students in the most authentic way possible for the professional work demanded of personnel psychologists.</p>
-----------------------	--