

TITLES	EXPLANATIONS
Title of Course	Introduction to Personnel Selection
Code of Course	PSK 463
Type of Course	Elective
Level of Course	Undergraduate
Year of Study	4
Semester/Trimester	7 or 8
Number of ECTS	4
Name of Lecturer(s)	STAFF
Course Learning Outcomes	At the end of this course students are expected to; LO1. Explain how organizations conduct human resource planning. LO2. Discuss methods of recruitment. LO3. Explain the steps involved in conducting a validation study. LO4. Describe how scientific approaches to selection can have utility for organizations. LO5. Explain principles of legal selection.
Mode of Delivery	The style of teaching is face-to-face interaction.
Prerequisites and Co-requisites	There is no prerequisite or co-requisite for this course.
Recommended Optional Programme Component	None
Course Contents	1. Getting Acquainted and Introduction to Personnel Selection 2. Job Analysis 3. Planning Human Resource Needs 4. Recruiting Applicants 5. Selecting Tools 6. Selecting Employees 7. Selecting Employees (continued) 8. Getting Applicants to Accept and Keep Job Offers 9. The Utility of Scientific Selection 10. International Differences in Selecting Principles 11. Legal Issues 12. Discrimination in Selection and Positive Discrimination 13. Future Issues and Challenges 14. General Discussion
Recommended or Required Reading	(Primary Textbook) Evers, A., Anderson, N., & Smit-Voskuyl, O. (2005). <i>Handbook of personnel selection</i> . Malden: Blackwell Publishing. * The primary textbooks for this course is renewed every year.
Planned Learning Activities and Teaching Methods	This course is mostly conducted through lecturing and sometimes discussions over the compulsory reading material. With this aim in mind, (a) regular lectures supported by visual presentations and (b) class discussions are used. In these discussions, students are expected to focus on the various aspects of personnel selection. In addition, students are expected to obtain an insight in interview techniques and perform a role-play about interviewing a job applicant in class at the end of the semester.
Assessment Methods and Criteria	1 Midterm, 1 Assignment, 1 Final Exam
Language of Instruction	Turkish
Practicum	None

Course Learning Outcomes	LO1	LO2	LO3	LO4	LO5
Program Outcomes					
Analyze problems with the scientific method and appropriate scientific tools.			X		
Think critically and creatively, ask questions, make comments using the knowledge and skills they have acquired.	X	X		X	
Develop a positive attitude toward life-long education.				X	
Use the library, scientific databases, internet and other sources effectively.			X		X
Have the skills to find out, analyze, evaluate, decide about, and apply the alternative solutions to problems.			X	X	
Be open-minded to use knowledge stemming from different disciplines and/or areas of psychology.			X		
Develop a positive attitude toward critical thinking.		X		X	
Have advanced theoretical and applied knowledge of psychology supported by contemporary course material.	X		X		
Have the necessary knowledge and skills to analyze and synthesize the main areas of psychology.			X		
Be competent in English and Turkish.	X	X	X	X	X
Use effective methods to present, share and discuss scientific information.					
Be able to write scientific papers by using international manuals such as APA.					
Show courage and use the necessary skills to propose solutions to the problems of the world they live in.	X			X	
Show courage and have necessary skills to propose solutions to the problems of their own life.	X			X	
Have a positive attitude to statistics and be able to use common statistical software packages.			X		
Be able to plan and conduct research independently.			X		
Apply qualitative and/or quantitative methods depending on the nature and the scope of a given problem.					
Know the research methods and statistical procedures used in behavioral sciences.					
Use tools such as questionnaires, inventories, scales, and tests.			X		
Apply psychological knowledge to other problem areas for community welfare.	X			X	
Use theoretical and applied knowledge in accordance with ethical standards.	X			X	