Course Objectives:

This seminar course is designed to familiarize students with theory and research on the general area of personality and its applications to I/O psychology. We will broadly cover basic issues in personality research such as the measurement and structure of personality, and discuss about implications in research and practice in the world of work. Throughout the course, emphasis will be placed on the critical evaluation of theory and research, as well as on their implications for practice in applied settings.

Evaluation:

<table>
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<tr>
<th>Component</th>
<th>Percentage</th>
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<tr>
<td>Thought paper</td>
<td>15%</td>
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<td>Exam</td>
<td>25%</td>
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<tr>
<td>Presentation</td>
<td>20%</td>
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<tr>
<td>Term Paper</td>
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<tr>
<td>Participation</td>
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Evaluation will be based on the following:

Thought Paper: 15%
Students will be required to prepare two 3-5 page (double-spaced) thought papers after reading the articles assigned for week 3.

Class Participation: 15%
Students are responsible for doing assigned reading and should be prepared to discuss regarding the materials.
Term Paper: 25%
Students will be required to write a paper on a topic of their choosing. The paper must address an issue of relevance to the course content. Students must consult with the instructor concerning the topic and the nature of the treatment. Among the options available are integrative/critical literature reviews and research proposals. The papers are due one week following the final class and should be approximately 15 - 20 double-spaced typed pages plus title page, abstract, references, tables, and figure.

In-Class Presentation: 20%
The 13th week of the course has been reserved for student presentations. These presentations will normally be based on research conducted for the term paper. Students are responsible for assigning readings one week in advance of their presentations and must consult at least once with the instructor prior to their presentation to discuss teaching the topic to the class, and leading class discussion. A list of potential topics is appended.

Exam: 25%
The format of the exam will be discussed.

Schedule

Week 1 Organizing meeting

Week 2 Psychometrics / Factor Analysis


Reliability: Read any chapter about reliability

Week 3: Is personality real? Is personality useful in I/O?


Hogan, R. Comments. Human Performance. 18, 405-407.

**Week 4 Measurement Issue I: Who owns the personality ratings?**


**Week 5 Measurement Issue II: Social Desirability and Faking**


Week 6 Measurement Issue III: Social desirability and Faking:


Week 7 General structural theory of personality I


Week 8 General structural theory of personality I


Some selected issues

Week 9 Core self-evaluation & Emotional Intelligence

Core self-evaluation


Emotional Intelligence


** The following three articles will be read by one of you guys and the person will summarize the article for us.


**Week 10 Reading week – No class**

**Week 11 Integrity test**


**Week 12 Dynamic criteria and Proactive personality**

Dynamic criteria and predictive validity of personlaity


Proactive Personality


**Important Dates**

The last day to drop this course and **still receive a fee refund** is January 19, 2007. The last day to withdraw from this course is April 13, 2007.