



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

**PSY6110 Tests, Measurements, and Assessment in
the Workplace**
3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Examine the practice of psychological measurement and assessment in different contexts.
 - a. Discuss how context influences testing practices and processes.
 - b. Examine applications for psychological assessment
 - i. For prediction purposes
 - ii. For career development
 - iii. For evaluation
2. Evaluate psychometric properties that are used to determine credible assessments.
 - a. Assess reliability in testing.
 - b. Assess validity in testing.
 - c. Explore the process of standardization in testing.
 - d. Examine the purpose and process of utility analysis in testing.
3. Analyze the application of assessments in the workplace.
 - a. Explore the different types of assessments that are used within the workplace.
 - b. Examine the process of test selection.
 - c. Assess legal issues as they apply to test use and validation.
 - d. Examine role of tests/assessments as a tool for strategy development.
4. Apply the professional standards of test development and use.
 - a. Compare and contrast essays, MC, matching, TF, interviews and portfolios.
 - b. Explore steps in developing items.
 - c. Examine process of item analysis.
5. Explore the process of assessments (administration, scoring and interpretation).
 - a. Examine steps in the administration and scoring of assessments.
 - b. Explore interpretation of test results.
 - c. Explore the application of test data and usage.

6. Evaluate ethics as they pertain to assessments and testing.
 - a. Assess the guidelines on ethical considerations in regard to assessment.
 - i. Explore test bias/ test fairness.
 - ii. Explore laws that apply to testing.
 - iii. Examine ethics and assessment.
 - iv. Discuss the rights of test takers.
 - v. Examine concerns of the profession (CAT).
 - vi. Explore testing and accommodations.
 - vii. Evaluate the relationship between ethical and legal considerations.
 - viii. Evaluate the relationship between ethical and global/cultural considerations.
7. Evaluate multiculturalism as it pertains to assessments and testing.
 - a. Examine how culture and diversity considerations affects testing and assessment.
 - b. Assess how globalization trends impact the administration, use/applications of assessments.
8. Communicate in a manner that is scholarly, professional, and consistent with expectations for members of the psychological profession.
 - a. Apply APA formatting guidelines to paper format, body of paper in-text citations, and references.
 - b. Apply knowledge of writing mechanics (sentence structure, spelling, punctuation, etc.) to enhance professionalism and readability of writing.
 - c. Communicate in a coherent and clear manner consistent with professional and academic settings.

Big Ideas and Essential Questions

Big Ideas

- Psychological Measurement and assessment
- Credible assessments
- Applied Assessments
- Standards of test development
- Process of assessments
- Considerations in testing
- Multiculturalism and testing
- APA format

Essential Questions

1. How is psychological measurement used in organizations?
2. Why is psychological assessment essential for an I/O practitioner?
3. Why is it important to have assessments in testing that are both reliable and valid?
4. How is an assessment deemed credible?
5. How are assessments applied?
6. How are legal issues impacted by assessments?
7. Why are the standards of test development important to the field of I/O psychology?
8. Why is it important to administer assessments in a certain way?
9. How does ethics and the law impact assessment administration and testing?
10. How does globalization impact testing?
11. How can you best apply APA guidelines within testing?

These SLOs are not approved for experiential credit.

Effective: Spring 2022