PSYCH 723

ASSIGNMENTS

MODULE 2 -DISCUSSION 1

1a. Is there a difference between job analysis and work analysis?  Please explain with examples. 1b. Share with us why it is important to understand job analysis and work analysis in human resource management.

MODULE 2-DISCUSSION 2

# Discussion 2: Application

Think about an organization you work in or observed where there was a person-job fit mismatch.  After learning about job and work analyses in this module, share with us what strategies (processes) from a job analysis could have been implemented to ensure the success of person-job fit and ultimately the organization.

2b. What role would HR play in assuring the strategies (processes) you mention above?

MODULE 3 – DISCUSSION 1

**Discussion 1: Measuring Emotional Intelligence in Job Selection**

1a. What types of jobs could emotional intelligence assessment be effective in personnel selection?

1b. Do you believe an HR professional could effectively measure or predict emotional intelligence via testing methods?

MODULE 3-DISCUSSION 2

# iscussion 2: Testing in Personnel Selection

Select at least one type of selection method mentioned in the background readings and conduct external research to examine the following:

* Industry, sector, or area this method should be used
* Whether work performance can be predicted utilizing the method
* Pros and cons of using this method to make hiring decisions

MODULE 4-DISCUSSION 1

**Discussion 1: Orientation and Onboarding**

In the Peacock and Ruppel (2019) article they discuss the concept of “Holistic Onboarding.”  Please analyze the following questions based on this article.

1. What is “Holistic Onboarding” and how is it pertinent to Psychology of Human Resources?
2. How do generational differences take form with employee onboarding? What are the implications for practitioners who build organizational learning and development programs?

Please make your initial elaborative discussion posting based on the assigned materials along with your response to another student’s initial discussion posting. Please make sure to cite your sources in your discussion postings.

MODULE 4 – DISCUSSION 2

# Discussion 2: Psychological Contract

How might a newly hired employee internalize a psychological contract in the orientation and/or onboarding process in an organization?  Support your response with examples from the assigned reading and external research as applicable.

MODULE 5 – DISCUSSION 1

# Discussion 1: Performance Appraisal Systems on Employee Behavior (Mini -LIT review )

Find at least one area that interest you in one of this module’s background materials and write a 150 word annotated bibliography (in APA style) about the article and/or video (use the word count feature to make sure you have 150 words).  Make sure your selection addresses an underlying theory of human behavior associated with performance appraisal systems.

Create your annotated bibliography in a word document and attach within the TD. Share in your discussion thread why what you selected is of interest to you.  Then read your other colleagues post and comment.  Make sure you cite your source(s) and reply to at least one other student’s and/or the Professor’s additional post.

MODULE 5 – DISCUSSION2

# Discussion 2: Application of Performance Appraisal on Employee Behavior.

2a. From the article and annotated bibliography you shared in discussion 1, the major strategies used to enforce positive human behavior as a result of performance appraisals.

2b. What role would the HRM play in ensuring the positive human behavior in the organization?

MODULE 6 – DISCUSSION 1

**Disussion 1: The Different Forms of Organizational Justice**

1a. Use this module’s reading and external sources to discuss at least two (2) different forms of justice and the relevance of each in an organization (see below):

* Distributive Justice
* Procedural Justice
* Interactional Justice
* Temporal Justice
* Spatial Justice
* Other forms of organizational justice (from background readings and/or external research)

1b. Of the two different types of justice you selected, discuss why knowledge of them are important to an HRM in an organization. Provide examples with your response.

MODULE 6 – DISCUSSION 2

# Discussion 2: Theories Associated with Organizational Justice

Now that you have discussed at least 2 different forms of justice in an organization, share the underlying theories associated with the two types you selected.  How can the knowledge of these theories help the HRM create strategies to minimize the risk of the perception of unfairness associated with the two types organizational justice you identified.

 MODULE 7 – DISCUSSION 1

# Discussion 1: Cognitive Load Theory and Employee Development

1a. Use this module’s reading and external sources to identify the relevance of Cognitive Load Theory on employee development.

1b. Why should this be relevant to human resource professionals?

MODULE 7 – DISCUSSION 2

# Discussion 2: Strategies to Manage the Load in Training and Development

Based upon the background material, name a few strategies an HRM could put in place to manage the cognitive load.  Provide a real world example of one or more of the strategies employed in a current organizational environment.

MODULE 8 – DISCUSSION 1

# Discussion 1: Moral Psychology and Behavioral Ethics

Is there a difference between moral psychology and behavioral ethics?  If so, what are the differences, and if not, explain why the two are the same?

MODULE 8 – DISCUSSION 1

# Discussion 2: Can Workplace Ethics be trained?

Can ethics in a workplace setting be effectively be trained among new employees OR is ethical workplace attitudes already predetermined regardless of any ethics training? Please explain and elaborate your response by citing sources embedded within the article and external research (as applicable).