

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Full Time) Programme/
Integrated Bachelor of Business Administration-Master of Business
Administration Programme/
Master of Business Administration (Family Business &
Entrepreneurship) Programme

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Course Code	MFT5SEOB07 MBM5SEOB07 MFB5SEOB06
Course Title	Psychometric Testing

Course Learning Outcomes (CLO):

At the end of the course, the students will be able to:

1. Explain about different types of psychological tests.
2. Apply theoretical background for supplementing the understanding of psychological assessment.
3. Interpret test profiles and explore patterns in interpretation from several tests.
4. Develop a perspective about the intricacies and ethics of use of psychological tests.
5. Develop scales or use established scales for measuring constructs.

Syllabus

Teaching Hours

Unit I: Theory of Psychological Testing <ul style="list-style-type: none"> • Types of Tests. • Theory of Test Construction (Reliability, Validity, Norms, Item analysis etc.). 	04
Unit II: Projective Tests <ul style="list-style-type: none"> • Projective Tests: TAT and Picture Frustration 'Type' and 'Trait' Based Tests 	03
Unit III: Understanding and Measuring Capability <ul style="list-style-type: none"> • IQ • Aptitude • Knowledge • Competence 	02
Unit IV: Understanding and Measuring Personality <ul style="list-style-type: none"> • Measure Personal Orientation and Behaviour <ul style="list-style-type: none"> ○ Interest (Motivation, Life Style[^]) ○ Personality Traits (Big Five, Locus of Control, Optimism[^]) ○ Personality Type (MBTI, 16 PF[^]) ○ Values & Attitudes 	07
Unit V: Personal & Inter-personal Styles and their Measurement <ul style="list-style-type: none"> • Role & Style[^] <ul style="list-style-type: none"> ○ Role Efficacy ○ Role Stress ○ Coping with Stress ○ Interpersonal Styles ○ FIRO-B ○ Assertiveness ○ Decision Making ○ Transactional Styles ○ Conflict Management Styles • Leadership[^] 	07

<ul style="list-style-type: none"> ○ Managerial Grid ○ Situational Theory ○ Transformational Leaders ○ Influence Style ● Organization <ul style="list-style-type: none"> ○ Team Effectiveness ○ Organizational Culture ○ Organizational Climate 	
Unit VI: Developing Psychometric Tools <ul style="list-style-type: none"> ● Scale Development <ul style="list-style-type: none"> ○ Articulating the Construct and Context ○ Choosing Response Format and Assembling Initial Item Pool ○ Scale construction ○ Reliability & Validation ○ Test scoring and Norming ○ Test Specification ○ Implementation and Testing ○ Technical Manual. 	04
Unit VII: Using Psychometric Tools <ul style="list-style-type: none"> ● Interpretation of Results ● Implementing a Validation Process ● Providing Feedback to Subject ● Providing Feedback to Decision Makers ● Licensing and Certification ● Ethical Issues in Psychometric Testing 	03

Suggested Readings:

1. Pareek, U., & Purohit, S., *Training Instruments in HRD & OD.*, New Delhi: Sage Publications.
2. Pestonjee, D. M., *Third Handbook of Social and Psychological Instruments.* New Delhi: Concept Publishing Company.

w.e.f. Academic Year 2019-20 and onwards