# **Liverpool** John Moores University

Title: PERFORMANCE APPRAISAL AND CAREER

**DEVELOPMENT** 

Status: Definitive

Code: **7002OCCPSY** (113754)

Version Start Date: 01-08-2011

Owning School/Faculty: Natural Sciences & Psychology Teaching School/Faculty: Natural Sciences & Psychology

Team	emplid	Leader
Andy Tattersall		Y
Juliet Reid		

Academic Credit Total

Level: FHEQ7 Value: 12.00 Delivered 26.00

**Hours:** 

Total Private

Learning 120 Study: 94

**Hours:** 

**Delivery Options** 

Course typically offered: Semester 1

Component	Contact Hours
Lecture	18.000
Seminar	6.000

**Grading Basis:** 40 %

#### **Assessment Details**

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	exam	Examination including short notes and essay questions.	100.0	2.00

#### Aims

- 1. To enable students to understand and critically evaluate the application of psychological principles in vocational guidance practice.
- 2. To enable students to develop specialist knowledge of and skills in critically evaluating a range of vocational guidance tools.
- 3. To enable students to develop specialist knowledge of and skills in critically evaluating a range of appraisal methods.

## **Learning Outcomes**

After completing the module the student should be able to:

- Explain and critically evaluate theories of career development and the implications of such theories for different stakeholders, demonstrating specialised subject knowledge.
- 2 Critically evaluate vocational guidance tools, demonstrating specialised subject knowledge.
- 3 Explain and critically evaluate appraisal methods used in occupational settings, demonstrating specialised knowledge of the subject area.

### **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

Exam 1 2 3

### **Outline Syllabus**

Aims and methods of performance appraisal; the organisational context of appraisal; selecting and evaluating appraisal methods; theories of career development; career development activities; vocational guidance tools; the broader context of career development.

## **Learning Activities**

- 1. Actively participate in lectures and presentations.
- 2. Actively participate in seminar activities.
- 3. Complete directed reading.
- 4. Complete directed activities outside class time.
- 5. Participate in structured activities with peers.
- 6. Participate in group presentations.

### References

Course Material	Book
Author	Doyle, C.E.
Publishing Year	2003
Title	Work and Organizational Psychology
Subtitle	An introduction with attitude
Edition	
Publisher	Psychology Press
ISBN	

Course Material	Book
Author	Herriot, P
Publishing Year	2001
Title	Employment Relationship
Subtitle	A psychological perspective
Edition	
Publisher	Psychology Press
ISBN	

Course Material	Book
Author	Leong, F.T.L. & Barak, A.
Publishing Year	2001
Title	Contemporary Models in Vocational Psychology
Subtitle	A volume in honor of Samual H. Osipow
Edition	
Publisher	Lawrence Erlbaum Associates
ISBN	

Course Material	Book
Author	Robertson, I.T & Cooper, C.L.
Publishing Year	2001
Title	Personnel Psychology & Human Resource Mangement
Subtitle	A reader for students and practitioners
Edition	1st
Publisher	John Wiley & Sons Ltd.
ISBN	0471495573

## **Notes**

This module is based on the BPS knowledge area of the same name. The module examines performance appraisal tools and methods, their relative merits, and the organisational context in which they operate. Vocational guidance tools are introduced and their theoretical underpinnings examined.