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Examinations in industrial-organizational psychology

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Guidelines and study aids for Bachelor students

From the 2015 fall semester on, the teaching sessions in the field of industrial-organizational psychology for **bachelor** students are centralized in one module. Thus, at the end of the module or the two semesters, there is only one written examination and one seminar paper (for the "Spanish"). The written examination is designed as a 24-hour-written examination, that means the students have 24 hours time to handle a case. An example of such examination can be found in this pdf file.

Should a student require proof of only one part of the module (e.g. only industrial psychology or only organizational psychology), a separate written examination can be taken by means of a reasoned submission, consisting of nine questions from the list of questions below (industrial psychology or organizational psychology).

The topic of the written examination is the content of the two lectures "Human beings and work" (Introduction to industrial psychology) and "Human beings and organization" (Introduction to organizational psychology). The lists of questions can serve as guidance with regard to the subject area. Both lectures are usually available as a podcast.

Requirements for a qualified certificate of attendance

For receiving a graded proof of academic achievements (indicating the relevant CPs) an active participation as well as the participation in a presentation are expected.

Active participation

A regular attendance, preparation and, where applicable, follow-up of the sessions are taken for granted. This involves: Reading the basic texts as well as the written compositions, leading discussions in thematic sessions or any other single tasks. Selected topics of the sessions should be deepened in presentations in small groups (2-4 persons). The results of the elaboration should be presented to the other attendees by way of a presentation. The presentation should be available to the attendees and the lecturer at least one week in advance in electronic form (**a hardcopy should always be submitted to the lecturer, too!**). The **written composition** usually includes a presentation of the basic theories and/or models as well as any empirical results and applications. This paper should usually not exceed 15-20 pages. The basic texts distributed include references that have to be completed by way of an independent literature research.

Presentation

The presentation provides an overview of the theoretical basics as well as any empirical results and, where applicable, also includes practical demonstrations. However, the oral presentation should not (only) reproduce the paper in this connection - the paper is assumed to be read!

Evaluation

Subsequent to each presentation, there is a differentiated feedback. For this purpose, the criteria involve the demonstration (understandability, clearness of the application, etc.) as well as the theoretical analysis within the presentation (accuracy of the reproduction of the literature included, foundation, stringency of the argumentation, etc.). As stated at the beginning, the acquisition of a graded proof of academic achievements is subject to the collaboration in a small group as well as the active

participation in the sessions. The grade includes the result of the work in small groups; as the case may be, the overall level of participation can lead to an improved/deteriorated individual grade.

Grading

Extract from the examination regulations of Europa-Universität Flensburg for the **Bachelor**'s and Master program "International Management"

"§ 9 Evaluation of the examination performance and determination of partial and final grades

(1) The grades of the individual examination achievements are determined by the relevant examiner. For the evaluation of the examination performance the following grades shall be used:

1 = excellent, an outstanding performance;

2 = good, a performance significantly above the average requirements;

3 = satisfactory, a performance meeting the average requirements;

4 = sufficient, a performance still meeting the requirements despite its deficiencies;

5 = insufficient, a performance no longer meeting the requirements due to its considerable deficiencies.

For a differentiated evaluation of the examination performance individual grades can be increased or decreased by 0.3 to intermediate values; however, the grades 0.7, 4.3, 4.7 and 5.3 are excluded in this context.

(2) If an examination consists of several examination achievements, the grade shall be calculated from the weighted average of the grades from the individual examination achievements. The weighting shall depend on the number of ECTS points allocated.

(3) The grades for examination achievements shall be as follows:

For an average of up to 1.5 = excellent

for an average of above 1.5 to 2.5 = good

for an average of above 2.5 to 3.5 = satisfactory

for an average of above 3.5 to 4.0 = sufficient

for an average of above 4.0 = insufficient

(4) For the determination of the total grade (§ 17 and § 21) subparagraph 3 shall apply accordingly.

(5) For the determination of the grades the first position after the decimal point shall be considered only; any further decimal places are disregarded without rounding."

General information about examinations related to the I&O written examination / tutorial

In general, it is recommended to complete a teaching session with the related performance in the semester in which the session has been attended. However, the students are ultimately responsible themselves for the point of time at which their examination performance is attained during their degree course. For this purpose, they should observe the provisions of the examination and study regulations, as in some circumstances the duration of study may be extended.

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