

Exam in the Master Course Selection and Development

Individual part: Case

Select one of the two options of the exam case that you find on Canvas. Write the exam case based on the scientific literature of the course and additional scientific literature that you need for solving the case. This part of the exam should not exceed 3000 words.

This part of the exam is graded anonymously. Write your candidate number that you find in StudentWeb (do not use your name) and course code on the front page of your assignment. Be aware that individual home exams are screened for plagiarism.

Group part: Documentation of e-training activity

Each work group hands-in a full documentation of the e-training activity that contains:

- a. All material used for the e-training activity in class (that is the full presentation of the theory and all documents used for the practical e-training)
- b. The time planning for delivering the e-training activity
- c. Additional explanations of the material and the procedure whenever necessary, including any additional information on how the steps of the e-training were performed
- d. Scientific explanation on why the steps of the e-training activity were planned that way (about 1 page), in more detail, this scientific text consists of arguments and theory regarding the HRD background of this e-training activity.

The documentation is complete if it allows others to repeat this e-training activity without any further explanations. It refers to scientific literature that has not been used in the course whenever it is helpful. APA style is used for referencing.

The administration told me to inform you about the following: "All candidates must submit the assignment in Inspira. Please write the candidate numbers of all members of your group on the front page. For example: 'Written group exam in PSY4420, candidate 10, 11 and 12.' The assignment is anonymous and must not contain your name, only your candidate number."

APA-style

Use APA-style for referencing:

<http://www.apastyle.org>

Exam case personnel selection and development

PSY4420, 2020

You are a senior consultant in a consulting company. During the lock-down of the current pandemic, a subsidiary of a large multi-national organization has sought the advice of your company. The subsidiary is located in Norway and is called customer below.

The lock-down during the current pandemic has imposed large restrictions on meetings and personal interaction in a business context. Particularly, cooperation across national borders is still hindered by current travel bans. National and international restrictions pose large problems to a multi-national organization with extensive cooperation between countries and across borders.

To keep up their business, the multi-national organization plans to continue with recruiting, selecting and hiring staff and training the workforce despite meeting and travel restrictions within the country and travel bans to and from other countries. There is a particular interest to be able to hire local and international staff and to assess employees who work in subsidiaries in other countries and who apply for jobs in Norway as expatriates.

In this multi-national organization, many development initiatives were organized across countries before the pandemic. Travel bans and meeting restrictions during the pandemic have stopped most training and development activities. The organization is now searching for options to re-activate training and development although meetings and travel are restricted during the lock-down.

For the purpose of this exam, please **either** develop a plan for recruitment and selection **or** a plan for development. Select the option that you prefer. The exam does not focus on the case of a particular organization, and this entails that you have limited knowledge about current practices in this organization. The exam also does not focus on technical aspects of your suggestions. Take care that your suggestions are reasonable without the necessity to delve into technological details.

Choose one of the following two options for your exam:

1. Suggest how the customer should ideally plan their recruitment and selection procedure during a lock-down to hire the best applicants despite restrictions on meetings in the country and on travel across borders.
2. Suggest how the customer should ideally plan their development procedures during a lock-down to improve KSAOs in the organization despite restrictions on meetings in the country and on travel across borders.