

## **Evaluation of PSY4420 – Fall 2025**

The evaluation of the course PSY4420 – Personnel Selection and Development is based on the feedback of 14 Master's students.

This course was taught by another teacher this year and the details for their appointment were in place relatively late, which resulted in an intense preparation period for that teacher. Several of the appointed classrooms were too small for this year's cohort and despite our best efforts, it was hard to squeeze in all students appropriately. Some of the classrooms could be changed during the course.

The students' overall satisfaction with this course was average (Mean = 2.9 on a scale from 1 = A to 6 = F).

The students appreciated the positive atmosphere in the course (Mean = 1.5), that the relevance of the topics was clear (Mean = 2.0), that their fellow students contributed to a constructive learning atmosphere (Mean = 1.1), and that the teacher provided helpful feedback (Mean = 1.9). The students saw improvement potential in the teaching style, including presenting the content clearly (Mean = 2.7) and explaining difficult content in an understandable way (Mean = 2.7). At the same time, the students felt that the teacher, amongst others, instilled fundamental confidence in students' abilities (Mean = 2.0) and responded to the students' interests (Mean = 1.9).

In their open-ended feedback, the students mentioned that they appreciated the interesting topics, interactive course design, relevance of the topics taught for their later jobs (if they start in HR), and a teacher who cared. In terms of rooms for improvement, several students expressed their wish for a stronger theoretical foundation, better classrooms, and a wish to go more into detail into some of the topics.

We agree with this criticism. Especially, many of the topics are very applied by default – which is a strength and a weakness at the same time and breadth often comes with necessary cuts in depth. Ideally, it would be possible to provide a broad overview in the lectures, and let the students choose topics that they wish to go into detail as part of the seminars. But given the small cohort in this program, combined with a lack of teaching resources, such formats are, unfortunately, not possible at this point. However, for next year, I intend to replace the last session, which was about job exit this year, with a session on sustainable employment, which is a highly relevant topic and more theory-based. In addition, I will carefully check the remaining content for potential to shorten some of the interactive tasks and make space for additional details.