

Evaluation of the course Personnel selection and development PSY4420 Autumn 2026

This course was evaluated based on the Kirkpatrick model of evaluation of human resource development activities. The model distinguishes the four dimensions reaction, learning, behavior and result.

Twenty-two students participated in the course. Seven students filled-in all four questions of the evaluation.

Reaction

The students were satisfied with the content and structure of the course. In particular, they liked working with AI in HRM and human resource development. They suggested a narrower definition of the exam assignment that leaves them fewer options.

Learning

The students stated that they increased their knowledge, skills and abilities through the course. In particular, they appreciated learning on 360° assessment and human resource development. They suggested to increase the demands on the reading tasks.

Behaviour

The students think that they will change their behavior in a future job situation based on the course. In particular, they expect to use the tools taught in the seminar in future job situations and intend to plan their future career in more detail.

Result

The students think that they can potentially improve their performance in a future work situation because of the course. In particular, they might use their knowledge in selection and human resource development. The use of AI in a suitable way also improves their future performance.