8.25.18

Draft Syllabus

PSYC512 Introduction to Industrial/Organizational Psychology

Course Description

This course provides an overview of the primary concepts and theory in industrial and organizational psychology, with an emphasis on understanding human behavior in organizations and the workplace. Concepts such as motivation, leadership, employee training and recruitment, performance measurement, and work/life balance will be discussed.

Course Learning Outcomes

1. Examine the history and evolution of I/O as a specialty field in psychology.
2. Apply I/O theory and research to work settings.
3. Evaluate ethical considerations involved in various I/O scenarios and case studies.
4. Examine the effects of worker satisfaction, motivation, and perception of workplace interactions on organizational outcomes.
5. Evaluate the effect of individual factors in the organization, discussing how these can be assessed throughout the organizational life cycle.
6. Identify and evaluate effective methods of recruitment, selection, and training.
7. Examine and apply approaches to performance measurement and evaluation.

Course Topic Outline

Week 1	History of I/O Psychology; Science of I/O Psychology
Week 2	Individual Differences; Legal and Ethical Issues
Week 3	Job Analysis and Evaluation
Week 4	Performance and Training
Week 5	Motivation
Week 6	Job Satisfaction
Week 7	Stress Management
Week 8	Leadership

Evaluation Procedures

Weekly Forums: One forum each week. Weighted at 32% of the course grade – 4% per forum

Course Project Overview
The Course Project consists of 3 assignments in Weeks 3, 5, and 7.

8.25.18

In the Week 3 and 5 Assignments, imagine that you have been asked to participate in a job analysis for the position of a Psychology Graduate Teaching Assistant. In this assignment, you will assume the role of a Subject Matter Expert (SME).

In the Week 7 Assignment, imagine that you are the Industrial Organizational Psychologist developing the job analysis for the Psychology Graduate Teaching Assistant. You will synthesize the data from the Week 3 and 5 assignments and develop a final presentation of the job analysis. The format for the final assignment will be the Job Description.

Week 3 Assignment
You have been asked to participate in a job analysis for the position of a Psychology Graduate Teaching Assistant. In this assignment, you will assume the role of a Subject Matter Expert (SME).

The Course Project: Week 3 Assignment consists of 4 sections. Each section includes specific instructions for completion of the worksheet.
Job Analysis Worksheet- Subject Matter Expert Interview
Job Analysis Worksheet- Tasks
Job Analysis Worksheet- Competencies
Job Analysis Worksheet- Connecting Tasks and Competencies

Week 5 Assignment
In the Week 5 Assignment, you will continue your role as the Subject Matter Expert for position of a Psychology Graduate Teaching Assistant.

The Course Project: Week 5 Assignment consists of 2 sections. Each section includes specific instructions for completion of the worksheet.
Job Analysis Worksheet- Critical Incident Interview
Job Analysis Worksheet- Work Diary

Week 7 Assignment
In the Week 7 Assignment, you will analyze the information collected throughout the Course Project assignments to develop a job description for the position. The total assignment should be 1250 words. Academic sources <u>are not</u> required for job description.

Using the template provided, develop a job description that reflects the position of a Psychology Graduate Teaching Assistant. The job description should include the following categories:
- Job Title
- To Whom the Position Reports
- Job Purpose
- Working Conditions
- Job Duties and Responsibilities
- Qualifications (Education, Specialized knowledge, Skills, Abilities, Professional Certifications, Personality Attributes)

8.25.18

- Working Conditions
- Physical Requirements

Distribution of Course Points

Course Requirements	Points	Percent
Forums	320 (20 pts per forum)	32%
Week 3 Assignment	240	24%
Week 5 Assignment	340	34%
Week 7 Assignment	100	10%
Total	1000	100%

Course Outline

Week 1   Topics: History of I/O Psychology; Science of I/O Psychology
Coursework
Week 1 Forum
Course Readings and Resources posted in Lessons.

Week 2   Topics: Individual Differences/Legal and Ethical Issues
Coursework
Week 2 Forum
Course Readings and Resources posted in Lessons.

Week 3   Topics: Job Analysis and Evaluation
Coursework
Week 3 Forum
Week 3 Assignment: Job Analysis
Course Readings and Resources posted in Lessons.

Week 4   Topics: Performance and Training
Coursework
Week 4 Forum
Course Readings and Resources posted in Lessons.

Week 5   Topics: Motivation and Incentives
Coursework
Week 5 Forum
Week 5 Assignment: Job Analysis
Course Readings and Resources posted in Lessons.

Week 6   Topics: Emotions at Work; Job Satisfaction
Coursework
Week 6 Forum
Course Readings and Resources posted in Lessons.

8.25.18

Week 7   Topics: Stress Management and Worker Well-being
Coursework
Week 7 Forum
Week 7 Assignment: Job Description
Course Readings and Resources posted in Lessons.

Week 8   Topics: Leadership and Course Wrap Up
Coursework
Week 8 Forum
Course Readings and Resources posted in Lessons.