

PSYC 220. Introduction to Industrial Psychology

Credit Hours: 3

Scheduled hours per week

Lecture: 3 Lab: N/A Other: N/A

Catalog Course Description: This course provides an overview of the field of industrial psychology which includes testing, performance appraisal, training, leadership, job satisfaction, working conditions, organization, safety, stress and engineering psychology.

Pre-requisites: N/A

Co-requisites: N/A

Course Learning Outcomes:

At the conclusion of Psychology 220, students should be able to:

- Describe I/O psychology and what I/O psychologists do.
- Describe the employee selection process.
- Create a performance appraisal instrument.
- Summarize the principles associated with leadership, decision making,
- Explain Motivation and team building.

Topics to be studied:

- Job analysis
- Personnel recruitment and selection
- Performance appraisal/management
- Occupational health, safety and wellbeing
- Motivation in the workplace
- Organizational culture and group behavior

Relationship of Course to Discipline Learning Outcomes	
Compare the various research methods used by psychologists and develop the ability to construct research designs.	
Trace the history of psychological thought leading to the development of major psychological perspectives and specialties.	X
Compare and apply the various theories of learning, memory, states of consciousness, and intelligence.	X
Identify and explain psychological disorders and associated therapies and treatment.	
Explore current theories of gender, personality and sexuality, and their relationship to current behavior patterns.	
Overview major constructs related to stress, motivation, attraction (love), communication, prejudice, and discrimination.	X
Identify differences between environmental, genetic, and epigenetic theories of behavior.	
Use basic statistics for describing scores, norms for interpreting scores, and psychometric properties of scale, such as reliability and validity.	X
Encourage personal growth and self-awareness.	X
Integration of cross cultural, ethical, and gender issues related to personality development.	X

Relationship of Course to General Education Learning Outcomes:	
Composition and Rhetoric Students illustrate a fundamental understanding of the best practices of communicating in English and meet the writing standards of their college or program-based communication requirements.	X
Science & Technology Students successfully apply systematic methods of analysis to the natural and physical world, understand scientific knowledge as empirical, and refer to data as a basis for conclusions.	
Mathematics & Quantitative Skills Students effectively use quantitative techniques and the practical application of numerical, symbolic, or spatial concepts.	X
Society, Diversity, & Connections Students demonstrate understanding of and a logical ability to successfully analyze human behavior, societal and political organization, or communication.	X
Human Inquiry & the Past Students interpret historical events or philosophical perspectives by identifying patterns, applying analytical reasoning, employing methods of critical inquiry, or expanding problem-solving skills.	X
The Arts & Creativity Students successfully articulate and apply methods and principles of critical and creative inquiry to the production or analysis of works of art.	

Special requirements of the course: N/A

Additional information: N/A

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Date: 10/09/2017