

PSYC 323. Industrial/Organizational Psychology

Credit Hours: 3

Scheduled hours per week

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

Catalog Course Description: An introduction to the application of psychological principles in the areas of employee selection, performance appraisal, motivation and morale, sexual harassment, leadership, decision making, team building, and general organization behavior.

Pre-requisites: ENGL 102 or its equivalent; 2 Psychology or related Social Science courses, and a Communications course.

Co-requisites: N/A

Course Learning Outcomes:

At the conclusion of Psychology 323, students should be able to:

- Perform a thorough and systematic competency model (job analysis);
- Develop and validate a job specific selection design;
- Design, develop, and evaluate a job specific training program;
- Define a performance appraisal process and form;
- Identify research methods for conducting experiments;
- Explain organizational recruitment, selection, and r;
- Evaluate the work performance of employees;
- Describe the motivating factors of employees;
- Identify teamwork problems and issues;
- Compare and contrast models of motivation and leadership;
- Explain organizational issues including: teams, attitudes, and occupational health; and
- Define work-life balance and its impact on organizations and employees.

Topics to be studied:

- History of industrial/organizational (I/O) psychology
- Research methods in I/O psychology
- Personnel psychology
- Organizational attitudes and behaviors
- Occupational health
- Work motivation
- Leadership

Relationship of Course to Discipline Learning Outcomes	
Compare the various research methods used by psychologists and develop the ability to construct research designs.	X
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.	
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.	

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