

Standard Institutionally Developed College: N/A

EDGE Compatible: No

Pre-requisites

Program Admission

Co-requisites

Course Description

Emphasizes interpersonal and behavioral skills required in today's business and industry. Topics include an overview of industrial/organizational psychology, principles of human resources management, psychological testing, performance appraisal, training and professional development of employees, principles of leadership, motivational factors, workplace conditions, safety and health, and workplace stressors.

Course Length

	Minutes	Contact Unit
Lecture:	2250	
Lab 2:	0	
Lab 3:	0	
Practicum/Internship:	0	
Clinical:	0	
Total:	2250	3

Semester Credit Hours: 3

Competencies

Order	Description	Lecture	Lab2	Lab3	Practicum/Internship	Clinical	Total Minutes	Semester Credit Hrs
1	An Overview of Industrial/Organizational Psychology	225	0	0	0	0	225	0
2	Principles of Human Resources Management	225	0	0	0	0	225	0
3	Psychological Testing	225	0	0	0	0	225	0
4	Performance Appraisal	225	0	0	0	0	225	0
5	Training and Professional Development of Employees	225	0	0	0	0	225	0
6	Principles of Leadership	225	0	0	0	0	225	0

Order	Description	Lecture	Lab2	Lab3	Practicum/ Internship	Clinical	Total Minutes	Semester Credit Hrs
7	Motivational Factors	225	0	0	0	0	225	0
8	Workplace Conditions including safety, health, and stressors.	675	0	0	0	0	675	0
Totals for Course PSYC 1150 - Industrial/Organizational Psychology (version 201003):		2250	0	0	0	0	2250	3

Learning Outcomes

An Overview of Industrial/Organizational Psychology

Order	Description	Learning Domain	Level of Learning
1	Define and discuss industrial/organizational culture.	Cognitive	Knowledge
2	Describe areas of industrial/organizational psychology.	Cognitive	Knowledge

Principles of Human Resources Management

Order	Description	Learning Domain	Level of Learning
1	Understand the recruitment process.	Cognitive	Comprehension
2	Define the selection process for employees.	Cognitive	Knowledge
3	Describe fair employment practices.	Cognitive	Knowledge
4	Understand the processes of interviews, applications, resumes, letters of recommendations.	Cognitive	Comprehension
5	Identify and describe methods used by I/O psychologists.	Cognitive	Knowledge

Psychological Testing

Order	Description	Learning Domain	Level of Learning
1	Understand the characteristics and purposes of psychological testing.	Cognitive	Comprehension
2	Describe the types of psychological tests used in the workplace.	Cognitive	Knowledge
3	Discuss the relationship between psychological testing and fair employment practices.	Cognitive	Comprehension

Performance Appraisal

Order	Description	Learning Domain	Level of Learning
1	Discuss the purpose of performance appraisals.	Cognitive	Comprehension
2	Understand performance appraisal methods.	Cognitive	Comprehension
3	Understand the sources of errors in appraisals.	Cognitive	Comprehension
4	Utilize results of employee appraisals to construct plans for improvement.	Cognitive	Application

Training and Professional Development of Employees

Order	Description	Learning Domain	Level of Learning
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Order	Description	Learning Domain	Level of Learning
1	Understand the objectives of training programs.	Cognitive	Comprehension
2	Demonstrate familiarity with training methods in the workplace.	Cognitive	Application
3	Explain the evaluation of training.	Cognitive	Comprehension
4	Understand the basic concepts of classical and operant conditioning as applicable to the workplace.	Cognitive	Comprehension

Principles of Leadership

Order	Description	Learning Domain	Level of Learning
1	Discuss theories of leadership.	Cognitive	Comprehension
2	Demonstrate knowledge of leadership styles.	Cognitive	Application
3	Discuss the roles of power and expectations in the workplace.	Cognitive	Comprehension
4	Understand the role of gender in leadership.	Cognitive	Comprehension

Motivational Factors

Order	Description	Learning Domain	Level of Learning
1	Demonstrate knowledge of theories of motivation.	Cognitive	Application
2	Understand the importance of job satisfaction.	Cognitive	Comprehension
3	Discuss and compare intrinsic vs. extrinsic rewards.	Cognitive	Comprehension

Workplace Conditions including safety, health, and stressors.

Order	Description	Learning Domain	Level of Learning
1	Define the physical conditions of the workplace.	Cognitive	Knowledge
2	Understand optimum physical conditions in the workplace.	Cognitive	Comprehension
3	Identify psychological and social working conditions.	Cognitive	Knowledge
4	Identify the causes of accidents in the workplace.	Cognitive	Knowledge
5	Describe general accident prevention techniques.	Cognitive	Knowledge
6	Understand the effects of drug and alcohol abuse.	Cognitive	Comprehension
7	Identify hazards of modern day technology.	Cognitive	Knowledge
8	Understand the nature of stress.	Cognitive	Comprehension
9	Recognize the causes of stress in organizations.	Cognitive	Analysis
10	Distinguish type A and B personalities.	Cognitive	Analysis

References

Order	Reference Type	Description
1	Book with Author(s) Listed	Aamolt, M.. (2006). Applied industrial/organizational psychology. (5th). Pacific Grove, CA: Brooks Cole.

Order	Reference Type	Description
2	Book with Author(s) Listed	Kossen, S. & Drafke, M.. (2004). The human side of organizations. (2nd). New York, NY: Pearson Custom.
3	Book with Author(s) Listed	Reece, B. & Srandt, R.. (2007). Effective human relations in organizations. (10th). Boston, MA: Houghton Mifflin.
4	Book with Author(s) Listed	Schultz, D. & Schultz, S.. (2005). Psychology and work today. (9th). New York, NY: Macmillan.