

Introduction to Industrial Psychology
INP 3004 / MAN 3360
Spring 2011

Instructor: Dr. Steven Kass

Office: Building 41, Room 230

Phone: 474-2107

Email: skass@uwf.edu

Class meets: Tuesdays & Thursdays 4 pm – 5:15 pm; Bldg 41/Room 134

Office hours: TBD.

Textbook: Psychology Applied to Work, 9th edition, Paul M. Muchinsky, Hypergraphic Press

Prerequisites/Co-requisites: None, though an understanding of basic psychological principles such as those taught in General Psychology or Social Psychology is helpful. Students may not take both INP3004 and MAN3360

Purpose: This course is intended to provide the student with a survey of important topics within the field of industrial/organizational psychology, such as research methods, personnel selection, training, performance appraisal, worker motivation, and job satisfaction.

Student Learning Outcomes: Upon completion of this course students will better understand and will critically think about the research, theories, and applications of I/O psychology and understand their own behavior and social interactions within their work environments. Among other things, successful students will be able to:

- Identify influential researchers in the area of industrial psychology
- Identify the components of an experiment
- Identify and describe the advantages and disadvantages of various research methodologies
- Identify, describe, and apply various theories of work motivation
- Describe the implications of various court rulings and employment law
- Identify principles of organizational structure
- Describe the benefits and limitations of various training techniques
- Compare and contrast various personnel selection procedures
- Describe the psychometric properties of reliability and validity
- Describe methods, procedures, or laws for achieving equal opportunity
- Describe the benefits of positive organizational attitudes such as job satisfaction, organizational commitment, or job involvement

Requirements: Though attendance will not be taken on a regular basis, it is expected that students attend class and participate. Not attending class will put you at a huge disadvantage as you may not receive in-class activity points and may miss extra credit opportunities (as well as important test material). Lecture outline and study guides will be available on-line prior to each test. Students are encouraged to print outlines (PDF) and bring to class. These should not be used as a substitute for taking good notes, but rather a way to supplement your notes. Add *your* notes to the handouts. Students will be graded on 4 multiple-choice exams and in-class activities. The exams will come from

both text and course lectures (and videos). **Absolutely no makeup exams will be given without prior arrangements!**

Optional Paper: Students may use this paper to replace their lowest test grade (excluding the final exam). This optional paper must be at least 6 pages and no more than 10 pages of text (not including title page, references, or abstract) typed, double-spaced, and follow APA style in terms of margins, headers, title pages, reference citations, etc. and have at least 8 primary (original source) citations (Please consult APA Publication Manual, 5th or 6th Edition). These references must come from professional journals or reputable magazines where the author can be identified. On line sources may be used if cited appropriately, but will not count toward the required 8 unless it is an electronic library holding (that is, an academic journal that comes in electronic form). Please provide photocopies of the first page only of each reference that you use (attach them to the hardcopy you turn in to class). This is not a research paper and therefore will have different headings and subheadings than those in a research paper. The paper should include a literature review of a topic within Industrial Psychology and an elaboration of how the principles or theories described apply to your own work experience. In addition to a hard copy of your paper, you must submit an electronic copy (via email) that will be checked against and added to a database. **Plagiarism will result in automatic failure for the paper, possibly the course, and/or a hearing in front of the academic board!** Plagiarism involves many different actions, not just submitting other people's work as your own. For instance, copying individual sentences or phrases from a document without citing it as a quote (with original page number) is plagiarism. Using too many quotes (whether cited as such or not) in a paper may be considered plagiarism as well. Changing a few minor words from another author's sentence (cited or not) may be plagiarism. If you are not sure what constitutes plagiarism please see me or another faculty member before submitting your paper. Points will be awarded based on how well students demonstrate their understanding of the material and use of correct terminology (30 pts), meeting minimum requirements such as APA style, references, and pages (20 pts), application of principles and integration of literature with personal accounts (30 pts), and grammar and flow (20 pts). It is strongly recommended that students let the UWF Writing Lab review their work before turning in papers for a grade.

In-Class Activities: In-class activities will be conducted at unscheduled times. These activities will add up to 100 pts (10% of your total grade) and are designed to give you some hands-on experience, encourage critical thinking, help you learn the material, and encourage class participation. Activities **CANNOT** be made up. Points are awarded for completion of activity. (e.g., if there are 10 activities, then each activity missed will cost you 10 pts).

Extra Credit: Various extra credit opportunities may become available throughout the semester, but total extra credit may not exceed 10 pts. Extra credit will be added to a test score. These opportunities may include attending relevant presentations, participating in research, or pop quizzes in class. Do not assume that engaging in various activities will provide extra credit unless they are specifically stated so in THIS class.

Class Rules: No Spitting! If you leave class early you run the risk of the rest of us talking about you. Turn off cell phones prior to entering class. Students must be on time to exams. For every 2 minutes late to an exam, 1 pt will be deducted from your score. This is intended to prevent students from

disrupting other students who are concentrating on their exams. In addition, students are expected to adhere to University rules of conduct regarding courtesy in the classroom and cheating.

Grading: Each test is worth 22.5% of your grade (90% total) and in-class activities are worth 10% of total grade.

A = 90 & above

C = 73 - 76

B+ = 87 - 89

C- = 70 - 72

B = 83 - 86

D+ = 67 - 69

B- = 80 - 82

D = 60 - 66

C+ = 77 - 79

F = 59 & below

Assistance: If you have a need for any in-class accommodations, or special test-taking arrangements because of physical and/or perceptual limitations, please contact the instructor or the School of Psychological and Behavioral Sciences Office before class begins or as soon as possible.

Tentative Schedule		
<u>Date</u>	<u>Topic</u>	<u>Read chapters</u>
Jan 6	Class introduction	Syllabus
Jan 11	<u>Historical Background of I/O Psychology</u>	1
Jan 13		
Jan 18	<u>Research Methods in I/O Psychology</u>	2
Jan 20		
Jan 25	<u>Criteria: Standards for Decision Making</u>	3
Jan 27		
Feb 1	Exam #1	1-3 <u>Study Guide 1</u>
Feb 3	<u>Predictors: Psychological Assessments</u>	4
Feb 8		
Feb 10	<u>Personnel Decisions</u>	5
Feb 15		
Feb 17		
Feb 22	<u>Organizational Learning</u>	6
Feb 24		
Mar 1	Exam #2	4-6 <u>Study Guide 2</u>
Mar 3	<u>Performance Management</u>	7
Mar 8		
Mar 10	<u>Organizations and Organizational Change</u>	8
Mar 15	Spring Break	
Mar 17	Spring Break	
Mar 22		
Mar 24	<u>Teams and Teamwork</u>	9
Mar 29		
Mar 31	Exam #3	7-9 <u>Study Guide 3</u>
Apr 5	<u>Organizational Attitudes and Behavior</u>	10
Apr 7		
Apr 12	<u>Occupational Health</u>	11
Apr 14	(Optional Paper Due)	
Apr 19	<u>Work Motivation</u>	12
Apr 21		
Apr 28	Final Exam (2:30 pm to 5:00 pm)	10-12 <u>Study Guide 4</u>

Note. Schedule subject to change at instructor's discretion. Students will be notified.