



BAKER COLLEGE
STUDENT LEARNING OUTCOMES
PSY 2310 Industrial Organizational Psychology
3 Semester Hours

Student Learning Outcomes and Enabling Objectives

1. Explore key factors and historical development of industrial/organizational (I/O) psychology.
 - a. Identify key landmark studies in I/O psychology.
 - b. Discuss key figures in the development of I/O psychology.
 - c. Discuss theoretical changes over time in the field of I/O psychology.
2. Examine research methodology utilized in I/O psychology.
 - a. Discuss the use of the scientific method.
 - b. Describe the types of psychological research.
 - i. Experimental vs. Correlational.
 - ii. Qualitative vs. Quantitative research.
 - c. Discuss ethics in psychological research.
3. Explain the components of employee selection, recruiting, and hiring practices.
 - Job analysis
 - Assessment
 - Interviewing
4. Examine special topics in I/O psychology.
 - a. Identify legal concerns related to I/O psychology.
 - b. Discuss ethical considerations related to the practice of I/O psychology.
5. Evaluate organizational training needs and training methods.
 - a. Assess training needs.
 - b. Select appropriate training methods.
 - c. Prepare post-training evaluation and follow up.
 - d. Identify cultural differences relevant to training.
6. Assess common performance evaluation methods used in I/O psychology.
 - a. Identify common performance evaluation methods.
 - b. Compare and contrast the strengths and weaknesses of methods.
7. Assess the processes of organizational communication.
 - a. Identify various forms of formal and informal communication within organizations.
 - b. Consider cultural differences related to communication.
8. Compare and contrast the effects of various leadership styles.
 - a. Differentiate between leadership and management.
 - b. Discuss the use/misuse of power in the workplace.
9. Examine the role of motivation and its effects on performance in the workplace.
 - a. Identify theories of employee motivation.

- b. Discuss various employee motivational techniques.
 - c. Describe empirical research and data on motivational techniques.
10. Examine group behavior and conflict.
- a. Discuss characteristics influencing overall organizational culture.
 - b. Discuss key concepts related to group formation and behavior.
 - c. Identify different group characteristics that create/influence group function/dysfunction.
11. Explore strategies to reduce stress in the workplace to optimize organizational performance and productivity.
- a. Identify sources of workplace stress.
 - b. Explore the effects of stress in the workplace.
 - c. Identify positive and negative stress management techniques.

These SLOs are approved for experiential credit.

Effective: Fall 2017