



BAKER COLLEGE

STUDENT LEARNING OUTCOMES

PSY6510 Individual and Group Factors in the Workplace
3 Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Evaluate concepts of self and identity and their role in understanding our social world.
 - a. Analyze the development and significance of self and how it shapes motives.
 - b. Examine how self-concept and self-esteem impact organizational behaviors.
 - c. Appraise the role of Self-efficacy in work performance.

2. Interpret *Individual Differences* and their impact on organizational performance.
 - a. Examine how personality and temperament differences affect group functioning.
 - b. Distinguish how Attitudes and Sources of conflict influence individual, group and organizational performance.
 - c. Compare and contrast the positive and negative impacts of emotions on individual, group, and organizational performance.
 - d. Differentiate the roles of individual cognition, perception, and aptitude on organization outcomes.

3. Discriminate Group theories and models and their impact on organizational performance.
 - a. Analyze group/team process and dynamics (member roles, formal and informal; norms and conformity).
 - b. Explain how leadership and power influence group processes.
 - c. Examine the dynamics of communication and collaboration
 - d. Evaluate the functions of conflict in group process.

4. Assess the application of social psychology in organizations.
 - a. Examine Social Perception relative to both self and others.
 - b. Summarize the impacts of technology, social media and mass communications in the workplace.
 - c. Analyze the social side of business (such as strategy development, problem-solving, organizational structures).
 - d. Discern how authority/obedience and compliance impact the workplace.

5. Examine the impact of cultural differences on individuals, groups, and organizations.
 - a. Explore the impact of diversity on groups and teams.
 - b. Consider how diversity, multiculturalism, and racism impact social interactions.

6. Evaluate ethics, values and social motives and their impacts on organizations.
 - a. Examine concepts underlying ethical behavior.
 - b. Review factors contributing to engagement in pro and anti-social behaviors.
 - c. Compare and contrast forms of bias, prejudice, stereotypes, and discrimination.
 7. Communicate in a manner that is scholarly, professional and consistent with expectation for members of the psychological profession.
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These SLOs are approved for experiential credit.

Effective: Summer 2018