

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY – PSY 405 ONLINE

University Mission: The mission of McKendree University is to provide a high quality educational experience to outstanding students. We guide our students in the pursuit of academic excellence which will prepare them for leadership roles in our society. To achieve this end we encourage broader vision, enriched purpose, engagement with community, a commitment to responsible citizenship, openness to new ideas and dedication to lifelong learning. In keeping with our history and traditions, we provide our students with a rigorous, broadly based liberal arts curricula joined with specialization in a specific discipline.

Grading for this class is based on a possible 250 points. There are 5 graded Discussion Board Forums worth a maximum of 10 points each and 11 graded Assignments (5 Essays worth a maximum of 10 points each and 6 Question Response Assignments worth a maximum of 25 points each). The grading scale is as follows:

250 points total possible:

250-225	A
224-200	B
199-175	C
174-150	D
149-below	F

Class Overview: This class examines the application of psychological methods and techniques to the solution of human problems in industry and business. Topics covered will be organizational behavior, job analysis, organizational climates and cultures, motivation, and selection and development of employees. We will be covering most of the chapters of the textbook. This means that the course will move at a very quick pace. Please be sure to keep up with the reading of the material as you move from module to module.

Academic Honesty: Any student who is found cheating or engaging in plagiarism on any exam or paper, or participating in any other form of academic dishonesty, will receive the appropriate sanctions which can include a failing grade (“F”) for the course. Please visit with me regarding any questions about this policy. In cases of serious violations, additional sanctions (such as academic probation or suspension) are possible.

Student email: Every student is issued a McKendree email account, which is one of the major means of communication from departments, such as the Office of Academic Records, Student Affairs, the Business Office, and Instructors. All students are responsible for checking their McKendree email accounts regularly, and are accountable for information disseminated to their email accounts. Failure to read university communications sent to McKendree email accounts does not absolve students from knowing and complying with the content of these communications. **PLEASE USE COURSE EMAIL FOR ALL CORRESPONDENCE REGARDING THIS COURSE.**

Course Learning Goals: This class examines the application of psychological methods and techniques to the solution of human problems in industry and business. The goal is to competently communicate the concepts and perspectives of industrial organizational psychology in a way which will give students an appreciation for the course as a science and assist students in the discovery of the impact of these concepts on their daily lives.

Upon successful completion of this course, students should be able to do the following as it relates to the principles and concepts of Industrial Organizational Psychology:

- Adequately understand the concepts, theories, and perspectives presented in this course;
- Integrate the psychological concepts into their daily lives.
- Critically evaluate information and problem solve effectively.
- Use the library and electronic media to relate current research to concepts presented in the coursework.
- Effectively communicate assessments of current literature to the class in oral and written form.

Reading & Assignment Schedule (Check “Module” Tab for further details on what assignments and discussion board postings are expected each week.):

Module 1

Read: Chapters 1 and 2

**Discussion Board: Complete “Biography”
Complete Forum 1 (Future Role of I/O Psychology) for possible
10 points**

Assignment: Assignment 1 -1 page essay for possible 10 points

Module 2

Read: Chapter 2

**Discussion Board: Complete Forum 2 (Job Analysis and Evaluation) for possible
10 points**

Module 3

Read: Chapters 3, 4, and 5

**Discussion Board: Chapter 3 (Legal Issues in Employee Selection)
Complete Forum 3 (Affirmative Action in the Workplace)
for possible 10 points**

**Assignments: Assignment 2 - Chapter 4 (Employee Selection: Recruiting
and Interviewing) - 1 page essay for possible
10 points**

**Assignment 3- Chapter 5 (Employee Selection: References
and Testing) – 1 page essay for possible 10 points**

Module 4

Read: Chapters 6 and 7

**Assignments: Assignment 4 - Chapter 6 (Evaluating Selection Techniques)
Answer 5 questions for possible 25 points**

**Assignment 5 - Chapter 7 (Evaluating Employee Performance)
Answer 5 questions for possible 25 points**

Module 5

Read: Chapters 8 and 9

**Assignments: Assignment 6 - Chapter 8 (Designing and Evaluating Training
Systems) - Answer 5 questions for possible 25
points**

**Discussion Board: Chapter 9 (Employee Motivation)
Complete Forum 4 (Employee Motivation)
for possible 10 points**

Module 6

Read: Chapter 10

**Assignments: Assignment 7 - Chapter 10 (Employee Satisfaction and Commitment)
Answer 5 questions for possible 25 points
Assignment 8 - Chapter 10- 1 page essay for possible 10 points**

Module 7

Read: Chapters 11 and 12

**Discussion Board: Chapter 11 (Organizational Communication)
Complete Forum 5 (Workplace Communication)
for possible 10 points**

**Assignment: Assignment 9 - Chapter 12 (Leadership) - Answer 5 questions
for possible 25 points**

Module 8

Read: Chapter 13

**Assignments: Assignment 10 - Chapter 13 (Group Behavior, Teams, and Conflict)
Answer 5 questions for possible 25 points
Assignment 11 - Chapter 13- 1 page essay for possible 10 points**

***Written essay assignments must be one page minimum, two pages maximum.**

***Question assignment answers must be a minimum of 5-8 sentences in length for each answer.**