



PSY 2950: Organizational Psychology

| 2023 Summer Session | |
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| Total Class Sessions: 25 Class Sessions Per Week: 5 Total Weeks: 5 Class Session Length (Minutes): 145 Credit Hours: 4 | Instructor: Staff Classroom: TBA Office Hours: TBA Language: English |

Course Description:

Organizational Psychology is an applied science that examines human behavior in organizational settings. We will discuss in this course both the theoretical and practical aspects of organizational psychology. Topics covered include: job analysis, performance evaluation, motivation, productive and counterproductive behavior, occupational safety and health, leadership and organizational development.

Course Materials:

Introduction to Industrial/Organizational Psychology, 7th Edition

Author(s): Ronald E. Riggio

ISBN-13: 978-1138655324

ISBN-10: 1138655325

Course Format and Requirements:

The primary format of this course is lecture, class discussion and assignments. This will be a very fast-paced class. So it is extremely important that students keep up with required readings and participate in class discussions. Pre-reading the relevant chapters and assigned readings prior to attending class is highly recommended. As the lectures may sometimes go beyond the textbook material, students are strongly encouraged to ask questions on things they do not understand during class discussions.

Attendance:

Attendance will not be taken. However, to make the most of this class, regular attendance is expected. Missing a class will cause you to miss a class discussion session, which is essential for success in this course. Not attending classes or constantly arriving late for them will ultimately have a negative impact on your overall performance.

Class Discussion:

Students are strongly encouraged to participate in class discussions. The purpose of this component is to help students develop their analytical and critical thinking skills. It is expected



that through participating in and contributing to class discussion, students will deepen their understanding of the concepts and theories covered in class and learn to communicate their views in a logical, concise and professional manner. Students' performance will be recorded and graded. It counts for 15% of the final grade.

Course Assignments:

Readings:

As a supplement to the textbook, additional readings will be assigned throughout the course. This assignment is not mandatory and does not count toward your grade. However, class discussions, which are worth a quarter of your final grade, will be based on these readings.

Quizzes:

There will be 5 quizzes administered through the whole semester. Quizzes will always be completed within the first twenty minutes of class. There will be no make-up quizzes.

Essay:

This is an individual assignment and must be completed by the student individually. Students are required to write an essay about organizational psychology on one of the following topics:

- a) individual differences
- b) job satisfaction
- c) leadership and management

The essay should be about 1,500 words in length. Each essay will be graded both on content and mechanics. Therefore, it is important that you write in a professional manner free from spelling and grammatical errors. You are required to turn in a typed and printed copy of your work on the due date. Late submissions will not be accepted.

Detailed information on this assignment will be given in class.

Exams:

There will be one midterm exam and one final exam in this course. Both will be closed-book and closed-note exams. They are worth 20% and 30% of the final grade respectively. Types of questions will include multiple-choice, short answer and essay questions.

Course Assessment:

| | |
|------------------|-------------|
| Class Discussion | 15% |
| Quizzes | 15% |
| Essay | 20% |
| Midterm Exam | 20% |
| Final Exam | 30% |
| Total | 100% |

Grading Scale (percentage):



| A+ | A | A- | B+ | B | B- | C+ | C | C- | D+ | D | D- | F |
|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----|
| 98- 100 | 93- 97 | 90- 92 | 88- 89 | 83- 87 | 80- 82 | 78- 79 | 73- 77 | 70- 72 | 68- 69 | 63- 67 | 60- 62 | <60 |

Academic Integrity:

Students are encouraged to study together, and to discuss lecture topics with one another, but all other work should be completed independently.

Students are expected to adhere to the standards of academic honesty and integrity that are described in the Chengdu University of Technology's *Academic Conduct Code*. Any work suspected of violating the standards of the *Academic Conduct Code* will be reported to the Dean's Office. Penalties for violating the *Academic Conduct Code* may include dismissal from the program. All students have an individual responsibility to know and understand the provisions of the *Academic Conduct Code*.

Special Needs or Assistance:

Please contact the Administrative Office immediately if you have a learning disability, a medical issue, or any other type of problem that prevents professors from seeing you have learned the course material. Our goal is to help you learn, not to penalize you for issues which mask your learning.

Course Schedule:

Class 1:

Go through Syllabus

Course overview

Class 2:

Introduction

What Is Industrial/Organizational Psychology (I/O Psychology)?

The Role I/O Psychology Plays in Organizational Settings

Class 3:

Research Methods in I/O Psychology

How to Conduct Organizational Research

Class 4:

Job Analysis

Collecting Information about a Job

Class 5:

Quiz 1



Recruitment Processes
Creating Selection Procedures

Class 6
Individual Assessment
Assessment Methods and Personnel Selection

Class 7
Individual Assessment (Cont.)
Assessment Methods and Personnel Selection (Cont.)

Class 8:
Quiz 2
Training and Development
Training Needs Analysis

Class 9:
Training and Development (Cont.)
Training Needs Analysis (Cont.)

Class 10:
Creating an Effective Training Program
Review for midterm

Class 11:
Midterm

Class 12:
Performance Evaluation
Job Performance Determinants

Class 13:
Performance Evaluation (Cont.)
Job Performance Determinants (Cont.)

Class 14:
Feelings about Work
Job Attitudes and Emotions

Class 15:



Quiz 3

Feelings about Work(Cont.)

Job Attitudes and Emotions(Cont.)

Class 16:

Motivation

Class 17:

Job Satisfaction and Commitment

Productive Employee Behavior

Class 18:

Productive Employee Behavior (Cont.)

Organizational Citizenship Behavior (OCB)

Class 19:

Quiz 4

Work Stress

Counterproductive Behavior

Class 20:

Work Stress (Cont.)

Counterproductive Behavior (Cont.)

Class 21:

Occupational Health and Wellbeing

Class 22:

Quiz 5

Occupational Health and Wellbeing (Cont.)

Work and Life Balance

Class 23:

Work Groups and Teams

Team Effectiveness

Class 24:

Team Effectiveness (Cont.)

Leadership and Organizational Development



Class 25:
Course summary
Review for final
Essay Due

Final Exam (Cumulative): TBA