



South Central College

# PSYC 250 Industrial Organizational Psychology

## Course Outcome Summary

### Course Information

<b>Description</b>	Industrial-organizational (I/O) psychology is the scientific study of the workplace. Students will be introduced to a variety of issues of relevance to business and industry, including selection and placement of employees, the importance of training and development, organizational development and evaluation, employee motivation and productivity, and the importance of fostering work-life balance. Diversity among organizations and cultures in how they approach these issues will be emphasized.(MNTC 5: History/Social & Behavioral Sciences & MNTC 7: Human Diversity) Prerequisite: PSYC100 or consent of instructor
<b>Total Credits</b>	4
<b>Total Hours</b>	64

### Pre/Corequisites

PSYC100 or consent of instructor.

### Institutional Core Competencies

Communication - Students will be able to demonstrate appropriate and effective interactions with others to achieve their personal, academic, and professional objectives.

### Course Competencies

- 1. Develop an understanding of the historical and theoretical foundations that comprise the field of I-O psychology and demonstrate an ability to explain how and why the field emerged.**

#### Learning Objectives

Explore the historical foundation of I-O psychology and how it emerged as its own field of study.  
Define I-O psychology and distinguish it from related fields that study human social behavior.  
Review the primary theoretical models that make up the field of I-O psychology including organizational development theories, motivational theories, learning/behavioral theories, and social-cognitive theories.  
Explore the basic differences and underlying assumptions between I/O philosophies that characterize western and eastern cultures.

- 2. Describe the research methods in I-O psychology and demonstrate an understanding of the various methodologies used to test theories and create new knowledge.**

#### Learning Objectives

Explore research designs and methods typically used in I-O psychology to develop new knowledge.  
Review key research studies and critically evaluate the quality and value of existing and emerging psychological research related to the field.

Discuss the standard of ethics of I-O research.

**3. Demonstrate an understanding of job analysis and its role in successful employee selection efforts and performance management.**

**Learning Objectives**

Explore what job analysis entails including general approaches and specific methods.

Review how job analytic data are collected and used for job selection, performance appraisal, and employee training.

Investigate additional uses of job analytic data including how it is used to determine compensation levels.

Discuss the relationship between job analysis and the American Disabilities Act and comparable worth.

**4. Acquire an understanding of personnel recruitment and selection.**

**Learning Objectives**

Review the process and methods of personnel recruitment and how they are used by organizations to identify qualified applicants and attract them to apply for jobs within an organization. Topics will include developing job announcements, placing ads, defining key qualifications for applicants, and screening unqualified applicants.

Explore the process and methods of personnel section and how they are used by organizations to hire and promote personnel. Topics will include common selection tools including ability tests, knowledge tests, personality tests, work samples, and hiring interviews.

Investigate how the quality of recruitment and selection programs may be assessed including how selection methods are validated using content validity, construct validity, and criterion validity.

Discuss the legal and ethical issues surrounding recruitment and selection and how these impact I/O psychologists and organizations within the United States.

Discuss issues surrounding diversity, Affirmative Action, etc. in the recruitment and hiring process.

**5. Demonstrate an understanding of performance appraisal and how it is used for personnel management.**

**Learning Objectives**

Investigate why performance appraisal is important for an organization and employees.

Explore how performance appraisals are used in organizations including for employee feedback, promotion and compensation decisions, helping to design and validate personnel selection procedures, and identifying training and development initiatives.

Review how performance appraisals are constructed.

**6. Acquire an understanding of the role of training and development in an organization.**

**Learning Objectives**

Explore methods for identifying training needs.

Discuss methods for creating appropriate training programs.

Investigate formative and summative evaluation methods for determining the success of training programs and identifying areas in need of improvement.

**7. Demonstrate an understanding of the dynamics surrounding work groups and organizational features that promote team effectiveness.**

**Learning Objectives**

Review psychological explanations for describing group interactions.

Review what constitutes a work team and different types of work teams.

Explain why the use of work teams in organizations is on the rise.

Investigate the most common reasons for work team failure.

Explore features of effective teams and ways to improve team effectiveness.

Explore cultural differences that characterize 'western' and 'eastern' work teams.

**8. Acquire an understanding of the dynamics surrounding employee motivation and its role in maximizing job performance.**

**Learning Objectives**

Review the definitions and components of motivation and explore various psychological theories of motivation.

Explore the concepts of reinforcement and goal setting in the workplace.

Articulate how motivational concepts and theories are applied to motivate employees.

Investigate reasons why employees lack motivation and identify solutions using psychological principles.

**9. Demonstrate an understanding of the organizational features and human characteristics that promote job satisfaction and organizational commitment.**

**Learning Objectives**

Investigate job characteristics, social information processing theories, and dispositional theories used to explain job satisfaction.

Explore the impact of employee satisfaction in the workplace. Topics include job performance absenteeism, employee turnover, workplace attitudes, and organizational commitment.

Investigate methods to increase employee satisfaction.

Review the concept of organizational commitment and why it is important for organizational effectiveness.

Investigate characteristics that promote organizational commitment and methods for measuring commitment.

Explore the development of "culture" or "employee satisfaction" surveys within an organization and their potential use.

**10. Demonstrate an understanding of productive and counterproductive employee behavior.**

**Learning Objectives**

Define and review the importance of employee productivity and its importance for the success of an organization. Track the path to productivity for an employee as he or she transitions from being new to an organization to becoming a full-fledged member of the organization.

Explore common forms of productive behavior including job performance, organizational citizenship behavior, and innovation.

Define and explore the impact of counterproductive behavior in the workplace. Topics will include ineffective job performance, absenteeism, workplace accidents, turnover, theft, violence, substance abuse, and sexual harassment.

Investigate personal variables and organizational characteristics used to explain ineffective performance and identify ways in which such behavior is detected.

Identify approaches to prevent, minimize, or eradicate counterproductive behavior.

**11. Acquire an understanding of leadership and power in organizations.**

**Learning Objectives**

Define leadership and explore a leader's influence within an organization.

Identify characteristics that define good leaders and poor leaders.

Differentiate between management and leadership.

Explore various psychological approaches to studying leadership.

Review how gender stereotypes can affect leadership and work-related decisions and identify methods to control stereotyping in organizations.

Explore cultural differences in expectations of leaders and managers from 'western' and 'eastern' perspectives.

**12. Demonstrate an understanding of employee health and safety and the importance of balancing work and non-work life.**

**Learning Objectives**

Discuss physical factors in the workplace that promote or hinder workplace productivity and employee health and well-being.

Investigate the impact of stress in the workplace and identify solutions to help employees manage or eliminate stress.

Explore the importance of assisting employees in balancing their work and non-work lives and identify what happens when individuals experience a lack of balance.

Identify ways to assist employees to improve balance.

**13. Demonstrate an understanding of the importance of workplace diversity and how to promote greater diversity in organizations.**

**Learning Objectives**

Explore why diversity in the workplace matters.

Identify different types of diversity.

Discuss the challenges in attracting and retaining diverse workers.

Recognize the challenges in a diverse workplace including various forms of harassment, problems with intercultural communication, and obstacles in creating changes in an organization's "culture".

Explain help organizations can effectively manage diversity.

**14. Utilize critical thinking skills.**

**Learning Objectives**

Develop an informed perspective, utilizing objective and verifiable evidence related to the industrial - organizational psychology.

Identify and consider multiple viewpoints in terms of psychological explanations, relevance to the field or practical applicability.

Formulate logical and well-reasoned explanations on various topics related to the course.

**15. Apply research methods, psychological principles, and key research findings by preparing a formal research project that adheres to the formatting expectations of the American Psychological Association.**

**Learning Objectives**

Explore the literature and develop a research question or hypothesis.

Prepare an appropriate literature review and/or conduct a research study using an appropriate research methodology (original research or secondary data analysis).

Analyze and present results and prepare a logical analysis of findings.

Prepare a written report that adheres to the formatting expectations of the American Psychological Association.

Conduct all work within the ethical parameters of the American Psychological Association.

**SCC Accessibility Statement**

South Central College strives to make all learning experiences as accessible as possible. If you have a disability and need accommodations for access to this class, contact the Academic Support Center to request and discuss accommodations. North Mankato: Room B-132, (507) 389-7222; Faribault: Room A-116, (507) 332-7222.

Additional information and forms can be found at: [www.southcentral.edu/disability](http://www.southcentral.edu/disability)

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