

Welcome to Industrial and Organizational Psychology
Psyc 200(01) - Fall 2010

Professor: Michael A. Surrette, Ph.D.



Hello all and welcome to Industrial and Organizational Psychology!!!!

I imagine we have all taken courses in which it took forever to get to know the folks in the class. I have found over the past few years that a brief introduction sets a very positive tone for future interactions. So here is a little information about me. I live in East Longmeadow, MA with my wife and four children (all girls) ages 11, 9, 7, & 4. This will be the first semester I have worked as an adjunct at Westfield. I have heard a lot of wonderful things about Westfield and look forward to this experience.

My full time job is as the Director of the Industrial and Organizational Masters program at Springfield College in Springfield, MA (home of the Basketball Hall of Fame and Dr. Seuss). Once I completed my education I started my academic career working within the University of Wisconsin system in Platteville, WI. I worked at UWP for eight years. I moved back East in 1999. I have just finished my 11th year at SC.

Prerequisite: PSYC 101

Phone: 413- 478-1497 (cell)

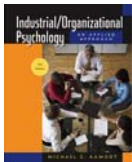
Office Hours:

Once the semester gets moving we will establish a v-room for our office hour chats and meetings. We will establish the best time for the majority of us to be on-line if needed. I will respond to email messages and posted questions with 36-48 hours of posting. The majority of the time will be dedicated to getting you the best information in response to your question.

Email: surrette@spfldcol.edu

Required Texts:

Aamodt, M. G. (2010). *Industrial/Organizational Psychology: An Applied Approach* (6th ed.) Cengage Learning. ISBN-13: 9780495601067



Catalog Course Description -

Concerns the application of psychological principles to the problem of people operating within business or industry. Includes such topics as the nature of organizations, effective leadership styles, communication skills, group dynamics, and the role of leisure time.

Instructional Objectives and Expected Learning Outcomes for this Class:

This course is designed to give students an understanding of how psychological principles translate to the world of work and the ability to bridge across domains in the application of psychology to solve practical problems. This course will be useful to students outside of the psychology major (e.g., students interested in business and human resource management may benefit from taking the course). Due to the nature of the field, the course is expected to be more methodologically oriented than are most other courses.

At the completion of the course students should be able to:

1. Explain the purpose of I/O Psychology, differentiating between the facets
2. Describe the type of statistical procedures used in I/O research and applied settings.
3. Explain how legal issues effects personnel decisions, including discrimination, sexual harassment, and best practices in personnel issues.
4. Conduct a basic job/task analysis.
5. Demonstrate an understanding of different types of personnel selection tools.
6. Demonstrate knowledge regarding training and evaluation, performance evaluation, motivation, satisfaction, and leadership in organizations.
7. Apply psychological knowledge and methods to solving basic problems in an industrial, organizational, group, or team setting.

Disclaimer Statement:

Please note that this is a generic interaction plan and the official course syllabus will be available to you once the course begins. Some things in the final course syllabus may be different. However, the textbook is accurate.

Methods of Assessment -

Assessments will be aimed at measuring students' understanding of the basic tenets of Industrial/Organizational Psychology.

The **Mid-Term** (15%) and **Final** (15%) examinations will be comprised of short answer questions in order to allow the student to demonstrate a more applied understanding of industrial and organizational development concepts.

Because Industrial/Organizational Psychology is an applied science, students will be required to demonstrate their ability to apply I/O concepts in the form of **weekly workbook exercises** (25%). The Work Book exercises will mirror projects typically assigned to I/O Practitioners in a working environment. Students will be asked to complete a series of workbook exercises at the end of each chapter. Each exercise will provide the student with an opportunity to demonstrate an understanding of the material presented within the chapter. The paper workbook that was purchased with the course textbook should be used to practice your knowledge, skills, and ability development. I have created a file/folder that contains all the workbook exercises. The files are in Microsoft Word format. You will select the assigned chapter workbook exercise file and download it to your computer. You will complete the workbook exercises assigned and save the file and return it to me as a Microsoft Word Document (.doc) attachment through the course mail

tool. Even though I have provided you a copy of all the workbook exercises; be sure you complete and return **only** those exercises identified in the syllabus and the assignment overview.

Some examples of the applied work book projects include:

- Conducting a job analysis on a job they currently occupy.
- Developing a personnel selection system based on an existing job analysis.
- Evaluating a training program.
- Evaluating or constructing a performance management tool.
- Solving an organizational problem with the tools of psychological science

Students will complete a **literature review** (20%) on some topic within the field of Industrial and Organizational Psychology. Each review will include at least 8 references from professional refereed journals (A list of I/O Psychology Periodicals is presented at the end of this syllabus). The literature review must demonstrate your understanding of the material reviewed as well as your ability to integrate the acquired literature. The literature review will be limited to four pages. The four page limit is designed to force you to write a more integrative paper using the acquired literature. The literature review must use APA format. If you are not familiar with writing in APA style and format you might consider either going to the APA website or to the Westfield State Writing Resource Center. You can always email me or post a question in “Ask Professor Mike” and I will help you. When you have completed your literature review please save the document in a Microsoft Word format (.doc or .docx) and send it as an attachment through the course mail tool. I am here to work with you on this assignment. Start early... a former instructor of mine always said that “things take longer than they do” (Johnson, D.)

Discussion Questions (25%): Each week you will be required to respond to the posted discussion question (see evaluation section). You will also be required to respond to at least one of your classmates posted responses.