

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY – PSYC 333-003, Innovation Hall 206  
Tuesday/Thursday 9:00-10:15 AM  
SPRING 2012 SYLLABUS

Instructor: Veronica Gilrane (vgilrane@gmu.edu)

Office: Robinson B, room 210

Hours: Thursdays 10:30-11:30AM or by appt

Phone: (703) 993-3706 x40123

### Required Text

Muchinsky, P. M. (2012). *Psychology Applied to Work: An Introduction to Industrial and Organizational Psychology* (10<sup>th</sup> ed.). Summerfield, NC: Hypergraphic Press. ISBN: 978-0-578-07692-8

**Course Overview:** This course will introduce you to the field of Industrial/ Organizational Psychology, also referred to as “I/O psychology.” This field focuses on psychology in the workplace. Psychologists study the workplace because work is complex and cannot be reduced to a short set of principles. Further, work has changed dramatically in the last few decades (e.g., technology, diversity). The “I” and the “O” of I/O psychology symbolize two distinct aspects of the field. The “I” (Industrial) focuses on the human resource functions of analyzing jobs as well as on appraising, selecting, placing, and training workers into organizational positions. The “O” (Organizational) focuses on the psychological processes associated with work, including employee attitudes, behaviors, emotions, health, motivation, and well-being. The “O” includes the more social aspects of work as well, and you may recognize connections with many of the phenomenon found in social psychology. This course will focus on the theoretical, empirical (i.e., research based), and applied (i.e., practical implications) aspects of I/O psychology.

This course is a general survey of the topics in industrial and organizational psychology. However, a few subjects are covered only briefly, others are omitted altogether, and yet others receive a disproportionately large amount of attention (as befits their importance). The goals of this class are as follows:

1. An understanding of the rich history and complexities that lie within I/O psychology
2. Knowledge of the scientist-practitioner model that exists as a goal within I/O psychology
3. An understanding of the major theories and research findings in the area of I/O psychology

### Technology:

Email: Most communications outside of class will be completed by email. I can only respond to gmu.edu email addresses, so please only use your Mason email in correspondence with me.

Course Website: I will be using Blackboard (9.1 version: <http://myMason.gmu.edu>) to post notes, grades, and announcements regarding the course. As students, you can also hold

discussions with each other using this tool. You can access the website at [courses.gmu.edu](http://courses.gmu.edu). To login, you will use your username and password from your GMU email account. The site will be updated often, so you will be responsible for checking it on a regular basis.

Electronic databases: I reserve the right to require the use of online searches using PsycINFO and other electronic databases through the library website.

Library: <http://library.gmu.edu/>

**Class Environment:** Your individual success and the success of this class overall depends on the involvement of all students. Therefore, it is important to establish the classroom as a safe learning environment. While open dialogue and debate will be encouraged, there will be zero tolerance for disrespectful behavior or speech toward each other, the instructor, guests, or groups of people in general. In addition, being present in the classroom does not merely mean being physically there. For this reason, texting, playing with cell phones, or surfing the internet will not be tolerated and will result in the loss of points from your final grade.

### Course Requirements

**Pop Quizzes:** Pop quizzes will be given at the instructor's discretion. If it seems like students have learned the material well, less quizzes (or maybe no quizzes) will be given. In other words, if you want to avoid quizzes, come to class prepared. If quizzes are necessary, the grading scheme will be adjusted.

**Exams:** There will be three exams. The format of these exams will ordinarily be multiple choice and short answer (although the format for makeup exams may differ). Questions on exams will be based on the lectures (PowerPoint outlines plus the instructor's verbal comments in class) and textbook (including sections not covered in the lectures). Further details will be provided closer to the exams.

**Projects:** There will be two class projects for this class. One project will represent Industrial Psychology and the other will represent Organizational Psychology. Assignment #1: JOB ANALYSIS ("I" Project). Assignment #2: Leadership ("O" Project). Further information will be provided in blackboard.

### Grading:

Assignments	20.0% (10% each)
Exam 1	24.0%
Exam 2	27%
Exam 3 (Final)	29%
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	100%

The final letter grade that you get will be distributed as following:

A+ = 100 - 97    A = 96 – 93    A - = 92 - 90  
 B+ = 89 - 87    B = 86 – 83    B - = 82 – 80  
 C+ = 79 - 77    C = 76 – 73    C - = 72- 70  
 D = 69 – 60    F = below 59

**Attendance Policy:**

Although attendance is not required, it is **strongly** recommended. Material discussed only in class will form the basis for several exam questions.

**Important Dates:**

*January 31:* Last day to add classes

*February 24:* Last day to drop classes

*March 12-18:* Spring Break

*February 16, March 29:* Exams during regular class times

*March 8, April 26:* Assignments due during regular class time

*May 3:* Last day of Class

*May 15:* Final Exam from 7:30 AM to 10:15AM

**Honor Code:** Student members of the George Mason University community pledge not to cheat, plagiarize, steal, or lie in matters related to academic work. The sanctions for being found guilty of an honor code violation can include but are not limited to receiving an F in this course or permanent dismissal from the university. For a “How to avoid” plagiarism tutorial, please visit: <https://www.indiana.edu/~istd/>

**Disability Accommodations:** If you are a student with disability and you need academic accommodations, please see me and contact the Disability Resource Center (DRC) at 709-993-2474. All academic accommodations must be arranged through that office.

LECTURE TOPICS AND CHAPTER ASSIGNMENTS

<b>Date</b>	<b>Topic</b>	<b>Assignment due</b>
January 24	Introduction and History of I/O Psychology	Read Chapter 1
January 26	History of I/O and Research Methods	Read Chapter 2
January 31	Research Methods	None
February 2	Criteria	Read Chapter 3
February 7	Criteria and Predictors	Read Chapter 4
February 9	Predictors	None
February 14	REVIEW	REVIEW
<b>February 16</b>	<b>EXAM # 1</b>	<b>(Chapters 1-4)</b>

February 21	Personnel Decisions	Read Chapter 5
February 23	Personnel Decisions and Organizational Learning	Read Chapter 6
February 28	Organizational Learning	None
March 1	Performance Management	Reach Chapter 7
March 6	Performance Management & Organizations and Organizational Change	Read Chapter 8
<b>March 8</b>	Organizations and Organizational Change	<b>Assignment 1 Due</b>
<b>March 13</b>	<b>Spring Break</b>	<b>None</b>
<b>March 15</b>	<b>Spring Break</b>	<b>None</b>
March 20	Workplace Diversity	Read Herring (2009) available on blackboard
March 22	Workplace Diversity	Read Paluck & Green (2009) available on blackboard
March 27	REVIEW	REVIEW
<b>March 29</b>	<b>EXAM # 2</b>	<b>(Chapters 5-8) plus Herring (2009) and Paluck &amp; Green (2009)</b>
April 3	Teams and Teamwork	Read Chapter 9
April 5	Teams and Teamwork	None
April 10	Organizational Attitudes and Behavior	Read Chapter 10
April 12	Organizational Attitudes and Behavior & Workplace Health Psychology	Read Chapter 11
April 17	Workplace Health Psychology	None
April 19	Work Motivation	Read Chapter 12
April 24	Work Motivation and Leadership	Read Chapter 13
April 26	Leadership	<b>Assignment 2 Due</b>
May 1	Union/Management Relations	Read Chapter 14
May 3	Union/Management Relations and REVIEW	None
<b>May 15</b>	<b>EXAM # 3 (FINAL EXAM)</b>	<b>7:30-10:15 AM (Chapters 9-14)</b>

*\*Note: This syllabus is subject to change. Please attend lectures and monitor the course website regularly to be informed of any changes made to the course.*