

Psychology 333 – Industrial/Organizational Psychology

Fall 2012

Section 002 Tuesday/Thursday 1:30-2:45pm New Arts Building (AB) L008

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Texts

Muchinsky, P. M. (2012). *Psychology Applied to Work: An Introduction to Industrial and Organizational Psychology* (10th 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).

Course Goals

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

Class Policies

- **Exams:** There will be three exams. The format of these exams will 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. If a student cannot attend an exam (for a legitimate reason) they must contact me *in advance* of the exam and have documentation. Students may make up an exam only *once* during the semester.

- **Projects:** Students will be assigned two projects for this course that will help them apply I/O concepts. One project will represent “Industrial” Psychology (Job Analysis Project) and the other will represent “Organizational” Psychology (Leadership Project). More details will be provided closer to the due date through blackboard.
- **Class participation/activities:** This class is not a required course. You *chose* to be here because you are interested in I/O. Thus, class attendance is critical and will count towards your participation grade. In addition, you will complete in-class activities to help foster learning. Students are responsible for all of the materials and assignments covered in class. *If a student misses an in-class assignment, it cannot be made up at a later date.* However, you will have the flexibility to miss two classes without penalty.
- **Extra Credit:** You will have the opportunity to earn up to maximum 10 extra credit points. These points can be earned by completing any *combination* of the following:
 - 1) **Research Participation:** You will be given 2 points for each hour of research participation (for up to 5 hours) via SONA systems. For students who choose *not* to participate in an experiment, attendance at alternative lectures also meets this requirement and can be accessed through SONA as well.
 - a. To sign up for an experiment/lecture, you must log on to: **<http://gmu.sona-systems.com>**
 - i. a) Enter all the required information – you will need your GMU e-mail account as a user ID and also your student ID number.
 - ii. Select the course.
 - iii. ***BE SURE TO SELECT THE RIGHT COURSE AND SECTION!***
 - iv. Click on register.
 - 2) **Volunteering in a Research Lab:** You will be given 2 points for each hour you volunteer your time in a research lab (for up to 5 hours).
 - 3) **Writing Center:** You will be given 2 points for each time you visit the writing center for your psychology 333 projects (for up to 5 appointments).

Additional Information

TECHNOLOGY:

Official Communications via GMU E-mail: Mason uses electronic mail to provide official information to students. Examples include communications from course instructors; notices from the library, notices about academic standing, financial aid information, class materials, assignments, questions, and instructor feedback. Students are responsible for the content of university communication sent to their mason e-mail account, and are required to activate that account and check it regularly. I can only respond to gmu.edu email addresses, so please only use your Mason email in correspondence with me.

Blackboard-I will post notes, resources, grades, and announcements on Blackboard. You should frequently check Blackboard because you will be responsible for the material posted. To use Blackboard you will need to go to <https://mymasonportal.gmu.edu>.

HONOR CODE: Coursework is expected to be the student’s own original work. Students may use books, notes, and other sources to prepare assignments. Under no circumstances are students to collectively write papers with another student, turn in work previously submitted, or use material from other sources (textbook, websites, journal articles etc.) without proper citation (APA style).

This will be considered plagiarism and will not be tolerated. All George Mason University students have agreed to abide by the letter and the spirit of the Honor Code. You can find a copy of the Honor Code at academicintegrity.gmu.edu. All violations of the Honor Code *will be reported* to the Honor Committee for review. I reserve the right to enter a failing grade for any student found guilty of an honor code violation.

DISABILITY ACCOMODATIONS: If you are a student with a disability and you need academic accommodations, please see me and contact Disability Resource Center (DRC) (Sub 1, Rm. 4205) at (703) 993-2474. All academic accommodations must be arranged through that office.

ADD/DROP/WITHDRAW DEADLINES:

Last Day to Add: September 4, 2012

Last Day to Drop: September 28, 2012

Withdraw Period: 10/1-10/26 (Please see me & consult your advisor for this option)

Grading Criteria

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| Three Exams (Exam 1=22%, Exam 2=23%, Exam 3=25%) | 70% |
| Projects (10% each) | 20% |
| Class Participation/Activities | 10% |

Total 100%

Extra credit opportunity 2%

Grading Scale:

A+ = 97-100% B+ = 87-89% C+ = 77-79% D = 60-69%

A = 93-96% B = 83-86% C = 73-76% F = <60%

A- = 90-92% B- = 80-82% C- = 70-72%

Course Schedule

| Date | Topic | Assignment due |
|---------------------|--|-----------------------|
| August 28 | Introduction and History of I/O Psychology | Chapter 1 |
| August 30 | History of I/O and Research Methods | Chapters 1 & 2 |
| September 4 | Research Methods | Chapter 2 |
| September 6 | Criteria | Read Chapter 3 |
| September 11 | Criteria and Predictors | Chapters 3 & 4 |
| September 13 | Predictors | Chapter 4 |
| September 18 | REVIEW | REVIEW |
| September 20 | EXAM # 1 | (Chapters 1-4) |

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| September 25 | Personnel Decisions | Chapter 5 |
| September 27 | Personnel Decisions | Chapter 5 |
| October 2 | Workplace Diversity | Read Herring (2009) available on blackboard |
| October 4 | Workplace Diversity | None |
| October 9 | <i>Columbus Day Holiday-Monday classes meet today</i> | |
| October 11 | Organizational Learning | Chapter 6 |
| October 16 | Organizational Learning & Performance Management | Chapters 6 & 7 Project 1 Due |
| October 18 | Performance Management & Organizations and Organizational Change | Chapters 7 & 8 |
| October 23 | Organizations and Organizational Change | Chapter 8 |
| October 25 | REVIEW | REVIEW |
| October 30 | EXAM # 2 | (Chapters 5-8) plus Diversity/Herring (2009) |
| November 1 | Leadership | Chapter 13 |
| November 6 | Leadership | Chapter 13 |
| November 8 | Organizational Attitudes and Behavior | Chapter 10 |
| November 13 | Organizational Attitudes and Behavior & Workplace Health Psychology | Chapters 10 & 11 |
| November 15 | Workplace Health Psychology | Chapter 11 |
| November 20 | Work Motivation | Chapter 12 Project 2 Due |
| November 22 | <i>Thanksgiving Holiday</i> | |
| November 27 | Teams and Teamwork | Chapter 9 |
| November 29 | Teams and Teamwork | Chapter 9 |
| December 4 | Teams and Teamwork | Chapter 9 |
| December 6 | Review | Review |
| December 18 | EXAM # 3 (FINAL EXAM) | 1:30-4:15 (Chapters 9-13) |

**** 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.****