

Industrial/Organizational Psychology
Psyc 333-003
Fall 2012
Tuesday/Thursday 9:00 am – 10:15 am
Robinson A106

Instructor: Ronald Vega, M.A. Office: Robinson B213
E-mail: rvega@gmu.edu Phone: 703-993-3606 ext 40123
Office Hours: Tuesday 10:30am – 12:30pm or by appt.

Course Overview

Industrial/Organizational (I/O) psychology is the study of psychology applied to work. Although the average American spends 1/3 of their life working, no other field of psychology investigates this experience. I/O psychology focuses on the psychological experience of employees and how organizations can enhance both employee satisfaction and performance. The goal of this course is to expose students to applications and theoretical background of I/O psychology, not only to provide an overview of the field, but also to hopefully enhance the student's own work experience.

Course Objectives

By the end of the course students will be able to:

- a) Broadly understand the field of I/O psychology and many of the subcomponents of the field
- b) Apply psychological theories to work
- c) Understand the life of an I/O psychologist and the career possibilities for this field

Course Evaluation and Assignments

Your final course grade will be decided on three components

- 1) Examinations (3 at 25% each | 75% of your total grade)
 - a. Three non-cumulative exams and one cumulative final exam
 - b. Each exam will be worth 25% and the worst grade will be dropped
 - c. Please keep the following in mind:
 - i. Because one of your exam scores will be dropped, there are no make-up exams.

- ii. You are expected to be familiar with all corresponding material in the textbook, even if we do not cover this material in lecture.
 - iii. No student may begin the exam once another student has completed it. Students who enter the exam late will be required to complete the exam by the scheduled end-time.
- 2) Job analysis project (15% of your grade)
- a. You are to conduct a job analysis of a job of your choice. It may be any job in the community, on or off campus. It may be a job you hold (or have held), a friend holds, or a member of your family holds. In analyzing the job, you must collect data using two (2) or more methods: Observation, interviews, job sampling, diaries, surveys, etc. From this, you are to produce a job description and list of relevant knowledge skills and abilities (KSA's). Details and example(s) will be on Blackboard and handed out in class.
- 3) In-class activities (5 for a total of 10% of your total grade)
- a. Six unannounced activities will be given out over the course of the semester. Five will count toward your final grade (meaning you can drop one be it either from not being in class or doing poorly on that activity).
 - b. No make-up activities will be given for those who miss class.
 - c. Activities will consist of in-class demonstrations, class review quizzes, and/or reflection papers each worth 5 percentage points of your total grade.
- 4) I will determine final course grades using the scale below

A+ 98-100	A 93-97	A- 90-92	B+ 87-89
B 83-86	B- 80-82	C+ 77-79	C 73-76
C- 70-72	D+ 67-69	D 63-66	D- 60-62

Administrative Staff

Required Text: Funder, D.C. (2010). *The personality puzzle* (5th Ed).
Norton & Company. New York, NY.

Adding/Dropping: Last day to add: January 31st. Last day to drop: February 24th.

Honor Code Statement: All aspects of this course are bound by the George Mason University Honor Code which states that, "Student members of the

George Mason University community pledge not to cheat, plagiarize, steal, or lie in matters related to academic work.” Any student who engages in scholastic dishonesty, inadvertently or not, will be reported directly to the Honor Committee. The instructor for this course reserves the right to enter a failing grade to any student found guilty of an honor code violation. Examples of cheating behavior are working with another person **on an exam**, looking at other class member’s exam, having another person write your paper, or plagiarizing. Behaviors that are **not** considered cheating are studying with other students, having another person proofread your paper (like the writing center), or comparing notes outside of class. If there is any confusion about whether or not a behavior is considered cheating, please ask before you do it.

Students with Disabilities: If you are a student with a disability and you need academic accommodations, please see me and contact the Disability Resource Center (DRC) at 703-993-2474. Please do so by the end of this week. All academic accommodations must be arranged through that office.

Courses 9.1: I will be posting the readings, projects, etc. on Courses 9.1. If you have not previously used this system, you might wish to access this link for help, <https://courses.gmu.edu/webct/entryPageIns.dowebct>

E-mail: 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.

Course Schedule

DATE	TOPIC/EVENT	READINGS
Week 1	Introduction and History of I/O	Chapters 1
Sept 4	Last day to add class	
Week 2	Research Methods	Chapter 2
Week 3	Organizational Attitudes and Behavior	Chapter 10

Week 4	Workplace Psychological Health	Chapter 11
Sept 25	Exam 1	
Week 5 and 6	Criteria and Job Analysis	Chapter 3 (assign Job Analysis project)
Sept 28	Last day to drop class	
Oct 9	No class (Columbus day) – Monday classes meet	
Week 7	Predictors	Chapter 4
Week 8	Personnel Decisions	Chapter 5
Week 9	Organizational Learning	Chapter 6
October 30	Exam 2	
Week 10 and 11	Teams and teamwork	Chapter 9
Week 12	Leadership	Chapter 13
Week 13 and 14	Work Motivation	Chapter 12
November 21-25	Thanksgiving break (no class)	
November 29	Exam 3	
Week 15	New/Current research trends in I/O	No Assigned Reading
Dec 8	Last day of class	
Dec 13	Final Exam @ 7:30 a.m. in Robinson A106	