University of North Texas

College of Liberal Arts and Social Sciences Department of Psychology

PSYC 3520

Introduction to Industrial Organizational Psychology

Welcome to PSYC 3520, Introduction to Industrial Organizational Psychology I! This is an online introductory psychology course I hope that you will enjoy learning about the role psychology plays in the workforce.

# Instructor Contact

*Name:* **Dr. Terry E. Davis**

*Office Location:* Terrill Hall 342, University of North Texas

*Phone number:* (940)369-5184 (office)

*Virtual Office hours:* by appointment only

*Zoom:* https://unt.zoom.us/my/terry.davis2

*Email:* [Terry.Davis2@unt.edu](mailto:XXXXXXX@unt.edu)

# TA Contract

**TA:** Elizabeth Nuth

**Email:** [**ElizabethNth@my.unt.edu**](mailto:ElizabethNth@my.unt.edu)

**Office:** TH 215

**Virtual Office Hours:** Mondays 12-2

**Zoom Link:** <https://us02web.zoom.us/j/85173856250>

**Group: 1-15**

***Name****:* Javon Williams

*Office Location:* Terrill Hall 215 University of North Texas

*Virtual Office hours:*  Wednesday 11 am-12 pm

*Email:* JavonWilliams@my.unt.edu

Groups: 16-30

***The TAs are primarily responsible for grading and should be the first point of contact for grading, assignments and course-content issues/questions.***

# Course Description

Personnel and organizational psychology; selection and testing procedures, test validation, and theories of organization, leadership and job performance.

# Pre-requisites

PSYC 1630/1650

# Course Objectives

By the end of this course, students will be able to do the following:

CO 1. Describe the evolution of industrial/organizational psychology

CO 2. Discuss how industrial/organizational psychology can be used in organizations.

CO 3. Examine the role of industrial/organizational psychology in selecting and training

employees.

CO 4. Apply theories of employee motivation to increase productivity

CO 5. Explain how knowledge of human behavior, cognition, and affect can be used to enhance

relationships in the workplace.

CO 6. Explain how the differences between leadership and management affect networking within

an organization.

# Required Materials

For this course, the textbook is required. Aamodt. M. G. (2016) Industrial/Organizational Psychology: An Applied Approach

*Cengage Learning*, *8th ed.* Belmont, CA: Cengage Learning. (ISBN: 978-1-305-76179-7).

# Technical Support

Student Helpdesk:

UIT Helpdesk

Sage Hall 130

940-565-2324

[helpdesk@unt.edu](mailto:helpdesk@unt.edu)

# Technical Skill Requirements

For this course you will need to be able to download and upload files, send and receive emails, and use Canvas.

# Netiquette

Please use appropriate online etiquette while communication with others during this course. See Albion’s **“The Core Rules of Netiquette”:** <http://www.albion.com/netiquette/corerules.html>

# Course Requirements

All the assignments and point values are listed below. *See Canvas for the instructions and assignment details.* The assignments will be available as the course progresses (consistent with the availability of the module).

|  |  |
| --- | --- |
| ***Assignment*** | ***Points Possible*** |
| *Assessment Essay* | *100 points* |
| *Discussion Questions 12 @ 20 points each* | *240 points* |
| *Chapter Quizzes 4 @ 30 points each* | *120 points* |
| *Applied Case Studies 6 @ 40 points each* | *240 points* |
| *Working Resume’/Cover Letter* | *100 points* |
| *Final Exam* | *200 points* |
| ***Total Points Possible*** | ***1000 points*** |

These are **some important points** for all assignments/quizzes.

* There will be **no make-up quizzes/assignments.** However, if there are some unexpected circumstances, please provide written documentation/justification to the instructor, and the Instructor will decide if a make-up/late quiz/assignment will be allowed. In general, if an extension is granted, **10 points will be deducted for each day** the assignment is late.
* Given that there are several assignments in this class, there is an ample opportunity to earn a high grade if all are attempted with due effort. Hence, I will not be rounding up grades.
* All quizzes/assignments make up the total grade; no quiz/assignment grades will be dropped.
* No other grades will be given except as noted above. If the student is doing poorly in the course, it is the student’s responsibility to drop or withdraw from the course before the appropriate deadline. If it is too late to drop or withdraw from the course, a mark of “Incomplete” will not be assigned (unless the requirements for obtaining an “I” are met as noted below); rather the student will be assigned the actual grade earned.
* Given the online format of the course, **remember that there may be technological issues/problems**. Please contact the help desk (contact information listed above) for any technical issues. Relatedly, please do not wait until the last minute to complete/upload assignments.  **Please ensure that each assignment is submitted early enough to navigate any technological issues that may arise**. TA/Instructor may not be able to assist you at the very last minute with any such problems.
* **Please check if assignments have been submitted in entirety/as expected before the assignment is due.** Students should not be emailing me after the assignment due date stating that they thought the assignment was submitted; however, there was a technical glitch and they realized later that the assignment was not successfully submitted. I will not be considering such requests.
* If there are technical issues or in doubt whether assignments have been/will be successfully submitted, please take a screenshot of the error messages or time-stamped copies of the assignment submissions.
* If you are travelling the day an assignment is due, please be mindful of any time differences across locations (change in time zones) and plan accordingly. I will not consider this as a reason for lack of timely assignment submission.

# Grading

The grading scale for this course is A – F. The points I will use to calculate the final grade are below.

# Grade Points

A 90-100%

B 80-89%

C 70-79%

D 60-69%

F 59% or less

# Course Expectations

As the instructor in this course, I am responsible for

* Providing course materials that will assist and enhance your achievement of the stated course goals, guidance.
* Providing timely and helpful feedback within the stated guidelines.
* Assisting in maintaining a positive learning environment for everyone.

As a student in this course, you are responsible for

* Reading and completing all requirements of the course in a timely manner.
* Working to remain attentive and engaged in the course and interact with your fellow students.
* Assisting in maintaining a positive learning environment for everyone.

# Incomplete Grades

“I” is a non-punitive grade given only during the last one-fourth of a term/semester and only if a student (1) is passing the course and (2) has justifiable and documented reason, beyond the control of the student (such as serious illness or military service), for not completing the work on schedule. The student must arrange with the instructor to finish the course at a later date by completing specific requirements. These requirements must be listed on a Request for Grade of Incomplete form signed by the instructor, student, and department chair and must be entered on the grade roster by the instructor. See also “Removal of I” policy in the Academics section of undergraduate catalog. (The UNT Catalog generally allows up to 1 year to remove an “I” grade). Grades of “I” assigned to an undergraduate course at the end of the Fall 2007 semester and later, will default to “F” unless the instructor has designated a different automatic grade.

# Policies

Academic Integrity: https://facultysuccess.unt.edu/academic-integrity Code of Student Conduct: https://deanofstudents.unt.edu/conduct

Please be aware that UNT policy (See <http://policy.unt.edu/policy/12-005)>based on Title 9 of the Education Amendments of 1972 (20 U.S.C. § 1681(a); See https://[www.aclu.org/know-your-](http://www.aclu.org/know-your-) rights/title-ix-and-sexual-assault) entails a duty for institutional employees to report to the university any knowledge regarding recent events of sexual misconduct involving students or employees. Additionally, if you report any information indicating that you have been a victim of sexual harassment, sexual assault, dating violence, or stalking being a student or employee at UNT, I am required to report this information to concerned authorities as mandated by Texas State Law.

**Academic Integrity Policy**

Academic Integrity Standards and Consequences. According to UNT Policy 06.003, Student Academic Integrity, academic dishonesty occurs when students engage in behaviors including, but not limited to cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University.

The use of Artificial Intelligence (AI)-generated information, such as ChatGPT content, requires that you include the following in your assignment submission:

* properly [cite that information in APA format](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fapastyle.apa.org%2Fblog%2Fhow-to-cite-chatgpt&data=05%7C01%7CTerry.Davis2%40unt.edu%7C61e75b4239ab484bbf6208db9ffc5d6b%7C70de199207c6480fa318a1afcba03983%7C0%7C0%7C638279678495189230%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=3MdcPTM%2Bwxf6qw0UUfFGGix%2BiYbLIUPg8WmcPw6qcyg%3D&reserved=0);

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| --- | --- |
|  | [How to cite ChatGPT](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fapastyle.apa.org%2Fblog%2Fhow-to-cite-chatgpt&data=05%7C01%7CTerry.Davis2%40unt.edu%7C61e75b4239ab484bbf6208db9ffc5d6b%7C70de199207c6480fa318a1afcba03983%7C0%7C0%7C638279678495345454%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=rhEtUxpChDPLGoUt3bftMjKx9OrC7tnoH8h415n7e8Y%3D&reserved=0)  This post outlines how to create references for large language model AI tools like ChatGPT and how to present AI-generated text in a paper.  apastyle.apa.org |

* submit a document in .pdf format that contains the references in APA format and screenshot(s) of the generated content including:
  + the date of the generated material
  + your prompt
  + the AI program’s response
* no more than 20% of AI-generated information is allowed in any assignment.

**You are responsible for the integrity and correctness of what you submit in your assignments. AI is known to fabricate information and sources, so use AI with caution as any information present in your work is your responsibility.**

**Course Communication and Messaging Forums Policy**

As students who are strongly encouraged to form friendships and study groups, I understand that you might develop and join messaging forums to discuss course material. This can result in misinformation or disinformation about course content or requirements. Your right to free speech and my requirements to abide by FERPA and security policies require that I not acknowledge, become involved in, or be held responsible for any communication that occurs or is sent by anyone other than my team of TAs and myself outside of any other medium than UNT Canvas, UNT Zoom, or UNT Outlook. Therefore, any misinformation that you, are delivered by or, personally deliver to, other students concerning any aspect of this class is not under my control.

All course requirements and contents are my intellectual property and thus, will be strictly contained within Canvas and the classroom. As a result, communication with me and my educational team about course content, assessments, and deadlines will only be delivered by me and my team in the following modalities: UNT Outlook, UNT Zoom, UNT Canvas, and the classroom. You are ultimately responsible for knowing course requirements as they are depicted in the syllabus. If you believe the syllabus, course requirements, or course content is erroneous, communicate with us directly and we will address the error. Any grade or deadline disputes must be individually delivered to me and my educational team no later than 7 calendar days after the grade has been entered or the deadline has passed.

# ADA Policy

The University of North Texas makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide you with an accommodation letter to be delivered to faculty to begin a private discussion regarding your specific needs in a course. You may request accommodations at any time, however, ODA notices of accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of accommodation for every semester and must meet with each faculty member prior to implementation in each class. Students are strongly encouraged to deliver letters of accommodation during faculty office hours or by appointment. Faculty members have the authority to ask students to discuss such letters during their designated office hours to protect the privacy of the student. For additional information see the Office of Disability Accommodation website at [http://www.unt.edu/oda.](http://www.unt.edu/oda) You may also contact them by phone at 940.565.4323.

# Important Notice for F-1 Students taking Distance Education Courses Federal Regulation

To read detailed Immigration and Customs Enforcement regulations for F-1 students taking online courses, please go to the Electronic Code of Federal Regulations website at [http://ecfr.gpoaccess.gov.](http://ecfr.gpoaccess.gov/) The specific portion concerning distance education courses is located at "Title 8 CFR 214.2 Paragraph (f)(6)(i)(G)” and can be found buried within this document: <http://frwebgate.access.gpo.gov/cgi-bin/get-> cfr.cgi?TITLE=8&PART=214&SECTION=2&TYPE=TEXT

The paragraph reads:

(G) For F–1 students enrolled in classes for credit or classroom hours, no more than the equivalent of one class or three credits per session, term, semester, trimester, or quarter may be counted toward the full course of study requirement if the class is taken on-line or through distance education and does not require the student's physical attendance for classes, examination or other purposes integral to completion of the class. An on-line or distance education course is a course that is offered principally through the use of television, audio, or computer transmission including open broadcast, closed circuit, cable, microwave, or satellite, audio conferencing, or computer conferencing. If the F–1 student's course of study is in a language study program, no

on-line or distance education classes may be considered to count toward a student's full course of requirement.

# University of North Texas Compliance

To comply with immigration regulations, an F-1 visa holder within the United States may need to engage in an on-campus experiential component for this course. This component (which must be approved in advance by the instructor) can include activities such as taking an on-campus exam, participating in an on-campus lecture or lab activity, or other on-campus experience integral to the completion of this course.

If such an on-campus activity is required, it is the student’s responsibility to do the following:

1. Submit a written request to the instructor for an on-campus experiential component within one week of the start of the course.
2. Ensure that the activity on campus takes place and the instructor documents it in writing with a notice sent to the International Student and Scholar Services Office. ISSS has a form available that you may use for this purpose.

Because the decision may have serious immigration consequences, if an F-1 student is unsure about his or her need to participate in an on-campus experiential component for this course, s/he should contact the UNT International Student and Scholar Services Office (telephone 940-565- 2195 or email internationaladvising@unt.edu) to get clarification before the one-week deadline.

# Additional information

1. UNT schedule to register and withdraw/drop a course: https://registrar.unt.edu/registration/spring-registration-guide
2. Information on student policies and resources: https://deanofstudents.unt.edu/
3. Learning Center: https://learningcenter.unt.edu/
4. Undergraduate research Fellowship: https://honors.unt.edu/research/unt-undergraduate- research-fellowship

# Schedule

**Note:** Each module will be accessible 1 week before the due dates of the respective assignments for that module. The modules will be available for 1 weeks although the date ranges below just indicate one week – the reason a one-week frame is provided is to give you some guidelines on when the module and assignments can be completed to keep up with the course timeline. If you need access to modules before it is available for justified reasons (e.g., anticipating travel), please email me.

**Late Work** UNT instructors have the prerogative to accept or not to accept late work**. I do not accept late work.**

| **Module** | **Due Dates** | **Readings** | **Assignments** |
| --- | --- | --- | --- |
|  | 08/18/25 | Introductions | Discussion Board    Introduce yourself |
| **1** | 08/24/25 | * Chapter 1   Introduction to I/O Psychology | Assessment  Assignment  Quiz |
| **2** | 08/31/25 | * Chapter 2   Job Analysis and Evaluation | Discussion Board  Case Study Assignment 1  Quiz 2 |
| **3** | 09/14/25 | * Chapter 3   Legal Issues in Employee Selection | Discussion Board  Quiz 3 |

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| --- | --- | --- | --- | --- | --- |
| **4** | 09/21/25 | | * Chapter 4   Employee Selection: Recruiting and Interviewing | Discussion Board  Resume’ & Cover Letter | | --- | --- | | Discussion Board  Resume’ & Cover Letter |
| **5** | 09/28/25 | * Chapter 5   Employee Selection: References and Testing | Discussion Board |
| **6** | 10/05/25 | * Chapter 6   Evaluating Selection Techniques and Decisions | Discussion Board |
| **7** | 10/12/25 | * Chapter 7   Evaluating Employee Performance | Discussion Board Case Study Assignment 2 |
| **8** | 10/19/25 | * Chapter 8   Designing and Evaluating Training Systems | Discussion Board  Case Study Assignment 3 |
| **9** | 10/26/25 | * Chapter 9   Employee Motivation | Discussion Board  Quiz 4 |
| **10** | 11/02/25 | * Chapter 10   Employee Satisfaction and Commitment | Discussion Board  Case Study Assignment 4 |
| **11** | 11/09/25 | * Chapter 12   Leadership | Discussion Board  Case Study Assignment 5 |
| **12** | 11/16/25 | * Chapter 15   Stress Management | Discussion Board  Case Study Assignment 6 |
| **13** | 12/01/25 | * Chapter 13   Group Behavior, Teams, and Conflict |  |
|  | 12/08/25 | * Final Exam | Covers Chapters 9,10, 12 & 15 |

**Assignment Expectations/Instructions**

**Module 1 Assessment Essay**

**Write** a 250- to 300-word paper comparing the dual roles of scientist and practitioner that I/O psychologists play. Include the following in your response:

* Specific examples of how research advances the field
* Ethical considerations when conducting this research
* Descriptions of at least two statistical methods used by I/O psychologists, as well as how they are used

Use the rubric to make sure your essay meets all the criteria to earn full credit on this assignment.

**Module 4 Assignment: Resume and Cover Letter**

Submit a working resume' and cover letter.  Your resume and cover letter should follow the outline from the textbook.

# Opinion based Assignment Extra Credit

Read Focus on Ethic Group Hazing from Chapter 13, found on pg. 500, and answer the questions at the end of the study utilizing the materials learned in this chapter.

Your responses are opinion based. Place yourself in the shoes of the victims of the pranks.

APA formatting must be used when writing out your responses.  Please site sources both in text as well as listing them on a reference page.

This extra credit is worth 40 points if completed.

**Group Discussion Questions**

Students will work with the same group members from group assignments to discuss chapter materials. There are nine 12 discussion questions worth 20 points. They are worth twenty (20) points for the actual response to question You can earn 4 points for extra credit (by responding to two peers posts 2 points each for a maximum of 4). The more you discuss the more you will retain from the information.

**Quizzes:** Dates and procedures will be announced Canvas. Students are expected to take each exam alone (i.e., not with others). Quizzes are housed in Canvas.

**Course Evaluation**

Student Perceptions of Teaching (SPOT) is the student evaluation system for UNT and allows students the ability to confidentially provide constructive feedback to their instructor and department to improve the quality of student experiences in the course.

**Assignment Policy**

All dates for assignments are listed by modules in chronological order. Your assignments should be written in a word doc and posted in the assignment box.

**Important:** The University is committed to providing a reliable online course system to all users. However, in the event of any unexpected server outage or any unusual technical difficulty which prevents students from completing a time sensitive assessment activity, the instructor will extend the time windows and provide an appropriate accommodation based on the situation. Students should immediately report any problems to the instructor and contact the UNT Student Help Desk: [helpdesk@unt.edu](mailto:helpdesk@unt.edu) or 940.565.2324 and obtain a ticket number. The instructor and the UNT Student Help Desk will work with the student to resolve any issues at the earliest possible time.

**Quiz Policy**

Quizzes are open book and available from Monday to Sundays weekly. Quizzes will coincide with course materials and readings for the week. There are no make ups without documented proof that you encountered a problem, if this occurs you should contact the Student Helpdesk and document the remedy ticket number before contacting you.

**Late Work**UNT instructors have the prerogative to accept or not to accept late work**. I do not accept late work.**