# C Bulger's Syllabus

**Required Text:** Landy, F.J. & Conte, J.M. (2004). Work in the 21st century: An introduction to industrial and organizational psychology. Boston: McGraw Hill. This book comes with a CD containing study materials and practice exams. Also, the textbook contains exercises, key terms and a glossary. Please make use of these features to help prepare for class and exams.

**Course Description:** Psychology 265 provides an introduction to the area of psychology known as Industrial/Organizational psychology. Over the course of the semester, we will discuss the research and practice of psychology applied in work settings. This course is designed to both expand your understanding of the discipline of psychology as a whole and to give a specific background in the field of I/O psychology. This course is also the first required course for Psychology majors who opt for the Concentration in I/O psychology (see me or the Course Catalog).

**Course Goals and Objectives:**

1) Students will understand why I/O psychologists consider themselves scientist-practitioners. Students will be able to:

* pose research questions designed to investigate practical I/O issues presented in class.
* identify the practical implications of I/O research findings presented in class.

2) Students will understand that I/O psychology takes a systems approach to addressing workplace issues. Students will be able to:

* recognize and discuss connections between I/O topic areas.
* describe models, theories, and technical information as appropriate to I/O topic areas.

3) Students will enhance critical thinking skills through writing and speaking. Students will be provided opportunities to:

* pose questions, provide answers, and discuss ideas in class.
* develop ideas and informed opinions in writing in as well as outside of class).

**Expectations:** I expect that we will have a good time. This may not become your favorite class, but I think the issues we discuss will be relevant to you because you will be a member of an organization at some point in your life. I expect you to show up! You will miss important information if you do not do so. I expect that you will participate in class discussions. You are being given the opportunity to develop skills in thinking and speaking on the fly. Also, class participation is factored into the course grade. I expect that you will complete the readings assigned. If you pay no attention to the textbook, you WILL have trouble with exams. I expect that you will give attention to your written work. We will be doing different kinds of writing in this course so that you have the opportunity to hone your writing skills. You can expect that I will be in my office hours, that I will provide you with many opportunities to “strut your stuff,” and that I will be fair.

**Grading:** There will be two exams in this course, each covering half the semester. There will also be one formal writing assignment due on day of the final exam. More information about that will follow. You will be doing informal writing in-class about once a week. Topics will be assigned in class. I will evaluate your class participation based on your contribution to discussion & attendance. Your final grade will be computed as follows:

Mid-term exam 30%

+Final exam 30%

+Formal writing 20%

+In-class writing 15%

+Class participation 5%

**Make-up policy:** If you are not in class on the day of an exam, you will receive a zero for that exam. I realize that conflicts sometimes arise, but you have been given fair warning of the dates of each test, thus I expect you will give me advance notice of conflicts. In-class writing assignments cannot be made up and will not be announced in advance.

**Academic Integrity:** It should go without saying that I expect fairness and honesty in the classroom and in your work. In order to promote academic integrity, I will endeavor to provide an atmosphere of honesty, trust, and respect. The following is a quote from the University’s Academic Integrity policy: “…Quinnipiac University expects its community members to comply with the usual expectations for honest academic work. In general, community members • may not cheat on any work • must properly cite sources in all papers • may not provide or procure unauthorized assistance on any assignment or test • may not falsify or alter University documents, tests or assignments • may not impede any other student in his or her coursework • may not do any other thing that violates or allows another person to violate the accepted standards of academic integrity. ”

All of us have the right to report violations of integrity in keeping with the policy. You should be aware that failure to maintain these standards of integrity could result in an “F” in the course or even expulsion from the University. Should you have any questions about this policy, see the Academic Integrity Policy in the Student Handbook.

**Schedule:** Topics, readings, exam dates are below. But - this schedule may be changed at any time.

* The Necessary Background
* Course introduction: About I/O and its history Science & research in I/O psychology
* Occupational Health Psychology & Human Factors Psychology
* Work Stress: problems, theories, reduction & management
* Human Factors & Ergonomics: work design, safety
* Organizational Psychology
* Motivation: theories, what it means
* Job Attitudes: Job satisfaction Job Attitudes: Mood & commitment
* Fairness & Diversity: justice, what diversity means
* Leadership: how we understand it, leaders & managers, theories
* **Exam 1** on 1st half of semester all of above modules will be included.
* Teams: types, effectiveness of, special considerations for teams
* Personnel Psychology
* Individual differences: History of, abilities, personality, interests 3
* Assessment (aka Testing): types of tests, ability tests, personality tests, interviews and MORE!
* All about Performance: what is job performance, analyzing jobs
* Measuring performance: rating forms, raters, importance
* Selection: Staffing decisions, reliability & validity
* Training & Development: what it takes, designing training, methods
* **Exam 2** on 2nd half of semester; all modules since Exam 1 included Formal writing assignment due on day of final exam.