

PSYC 333 Industrial/Organizational (I/O) Psychology

George Mason University
Fall 2006 Semester
Monday, Wednesday, & Friday 11:30 am - 12:20 pm
Robinson Hall A247

Instructor: Dr. Seth Kaplan
Office: 3073 David King Hall
E-mail: skaplan1@gmu.edu
Phone: 703-993-8475
Office Hours: Tuesday (11:30 am - 1:30 pm)

Course Overview:

Industrial-organizational (I-O) psychology is the psychology of the workplace. In all likelihood, you will spend approximately one-half of your pre-retirement adult life at work in some form or another. Thus, not only is an understanding of issues of interest to I-O psychologists central to a broad education in the field of psychology, I hope that you will find the topics we discuss in this class of personal interest and relevance as well.

This course will cover the major theories, research, and procedures used in both the science and practice of I-O psychology. By the end of this course, you should know what I-O psychologists do and the issues they face, and be familiar with the theories and methods they utilize in order to improve the workplace from the dual perspectives of employers and employees.

I-O psychology represents the marriage of two related fields: industrial psychology (dealing primarily with practical issues faced by employers such as how to select, train, evaluate, and compensate employees), and organizational psychology (dealing mostly with social-psychological phenomena unique to the workplace setting, such as employee attitudes, job stress, and organizational leadership). We will devote equal attention to these "two faces" of I-O psychology.

Course Objectives:

During this course, my goal is to help you obtain a thorough understanding of:

- the rich history and complexities that lie within I/O psychology
- the major theories and research findings in the area of I/O psychology
- the applications of I/O psychology in organizations
- how this material might help you navigate and improve your working life

Course Format and Philosophy:

This course consists of lectures three times a week. Although lectures will sometimes cover material that is also covered in the book, the overlap may not always be great. This should pose no problem for you as the book is extremely well-written and you will learn more information if there is not great overlap.

Central to my philosophy regarding teaching is that students acquire and retain more knowledge in interactive classes. During my lectures, I encourage students to ask questions.

Required Text:

Riggio, R.E. (2003). *Introduction to industrial/organizational psychology* (4th Ed.). Prentice Hall. Upper Saddle River, NJ. ISBN#: 0-13-048235-8.

Dropping/Adding the Course:

Last day to add the Course is September 12th

Last day to drop the Course is September 29th

Class Performance Evaluation and Class Assignments:**1. Examinations (66% of final course grade)**

Three non-cumulative examinations will be given (Each constitutes 22% of your final course grade). Please keep the following in mind:

- a. **There are no make-up exams.**
- b. You are expected to be familiar with all corresponding material in the textbook, even if we do not cover this material in lecture.
- c. 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.
- d. **Please note the date and time of the third exam listed below.

2. Job analysis project (20% of final course grade)

This project will involve you identifying a job and conducting a job analysis to identify the critical knowledge, skills, and abilities (KSA's) required for success in that job. You will write up your findings and briefly describe a selection procedure that would capture those KSA's in order to select the best available person for the job. This assignment will be discussed in more detail in class.

3. Article project (14% of final course grade)

This project will involve you comparing two popular press articles and two scholarly research articles regarding a given I/O topic. You will choose any I/O topic that we discuss in lecture (e.g., leadership, stress, personnel selection) and you will obtain two popular press articles (e.g., from magazines, newspapers) and two scholarly articles on that topic. You then will summarize and compare the discussion and conclusions from these two sources. This assignment will be discussed in more detail in class.

**** Assignment deadlines.** You should interpret deadlines for assignments very literally. You will lose **10% per day** from the maximum possible score of the assignment for each day it is late.

Extra Credit:

During the semester, there **may** be opportunities for you to earn extra credit through participating in research experiments. If you choose to participate in these experiments, you will receive extra credit in the form of one-half percentage point for each hour that you participate (added to your final course grade). You can obtain a maximum of 1.5 percentage points (3 hours of participation). If you would like to earn

this extra credit but would prefer not to participate in these experiments, please see me regarding a non-experimental alternative.

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
F	59 ↓

Attendance Policy:

I expect you to attend all classes. In all cases when you need to miss a class, it will be your own responsibility to get notes on what you missed from a classmate.

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.

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. All academic accommodations must be arranged through that office.

Course Schedule:

**Certain topics may take somewhat shorter or longer than anticipated to cover. Thus, although the order of topics is set, the dates on which we cover those topics may deviate somewhat from those listed below.

DATE	TOPIC	ASSIGNMENT DUE
Monday, Aug. 28 th	Introduction, Syllabus	
Wed, Aug. 30 th	Topic 1: What is I/O? & History of I/O	Read Syllabus Read Riggio Chapter 1
Friday, Sept. 1 st	What is I/O? & History of I/O	

Wed, Sept 6 th	Topic 2: Research Methods in I/O	Read Riggio Chapter 2
Friday, Sept 8 th	Research Methods in I/O	
Monday, Sept 11 th	Research Methods in I/O	
Wed, Sept 13 th	Topic 3: Job Analysis & Job Evaluation	Read Riggio Chapter 3
Friday, Sept 15 th	Job Analysis and Job Evaluation	
Monday, Sept 18 th	Topic 4: Criteria/Job Performance	Read Riggio Chapter 5
Wed, Sept 20 th	Criteria/Job Performance	
Friday, Sept 22 nd	Criteria/Job Performance	
Monday, Sept 25 th	Topic 5: Personnel Selection	Read Riggio Chapter 4
Wed, Sept 27 th	Personnel Selection	
Friday, Sept 29 th	Personnel Selection	
Monday, Oct 2 nd	<i>Exam 1</i> (Covers Topics 1 - 5)	
Wed, Oct 4 th	Topic 6: Training and Development	Read Riggio Chapter 6
Friday, Oct 6 th	Training and Development	
*Tuesday, Oct 10 th *	Topic 7: Motivation	Read Riggio Chapter 7
Wed, Oct 11 th	Motivation	
Friday, Oct 13 th	Topic 8: Job Attitudes	Read Riggio Chapter 8
Monday, Oct 16 th	Job Attitudes	
Wed, Oct 18 th	Topic 9: Stress and Well-Being at Work	Read Riggio Chapter 9
Friday, Oct 20 th	Stress and Well-Being at Work	Job Analysis Project due
Monday, Oct 23 rd	Topic 10: Meaning of Work	Read On-line Articles
Wed, Oct 25 th	Topic 11: Groups and Teams	Read Riggio Chapter 11
Friday, Oct 27 th	Groups and Teams	
Monday, Oct 30 th	Groups and Teams	
Wed, Nov 1 st	Topic 12: Leadership	Read Riggio Chapter 12
Friday, Nov 3 rd	<i>Exam 2</i> (Covers Topics 6 - 11)	
Monday, Nov 6 th	Leadership	
Wed, Nov 8 th	Topic 13: Influence, Power and Politics	Read Riggio Chapter 13
Friday, Nov 10 th	Influence, Power, and Politics	
Monday, Nov 13 th	Topic 14: Org Structure, Culture, & Development	Read Riggio Chapter 14
Wed, Nov 15 th	Topic 15: Gender and Diversity	Read On-line Articles
Friday, Nov 17 th	Gender and Diversity	Articles Project due
Monday, Nov 20 th	Gender and Diversity	
Monday, Nov 27 th	Topic 16: Ethical Decision-Making	Read On-line Articles
Wed, Nov 29 th	Topic 17: Human Factors & Occupational Health	Read Riggio Chapter 15
Friday, Dec 1 st	Human Factors & Occupational Health	
Monday, Dec 4 th	Topic 18: Current Topics in I/O	Read On-line Articles
Wed, Dec 6 th	Current Topics in I/O	
Friday, Dec 8 th	Review/Catch-up Day	
Friday, Dec 15 th	<i>Exam 3</i> (Covers Topics 12 - 18)	*10:30 am - 1:15 pm*