

DEWAR COLLEGE OF EDUCATION
AND HUMAN SERVICES
VALDOSTA STATE UNIVERSITY
DEPARTMENT OF PSYCHOLOGY AND COUNSELING
PSYC 3800 Industrial-Organizational Psychology
3 HOURS

CLASS & CONTACT INFORMATION

Instructor: Larry P. Wiley, Ph.D.
Class Time: Monday & Wednesday (2:20 - 5:20)
Classroom: Psychology Building, Room #1106
Office: Psychology Building, Office #2103
Office Hours: Tuesday through Thursday 9:00am - 11:30am and by appointment
Phone: 333-5930 or 5962
Email: LWILEY@VALDOSTA.EDU

REQUIRED TEXTBOOK

Spector, P. E. (2012) *Industrial and Organizational Psychology: Research and Practice (Sixth Edition)*. John Wiley & Sons, Inc.

COURSE DESCRIPTION

Theory and the application of psychological principles to industrial and organizational settings.
Prerequisite: PSYC 2500.

COURSE OBJECTIVES

Identify, define, and differentiate:

- 1 Job Analysis Techniques
- 2 Types of and purposes for Personnel Selection techniques
- 3 Job Analysis techniques
- 4 Recruitment techniques
- 5 Purposes and techniques of Performance\Appraisal
- 6 Techniques for Employee Training and Development
- 7 Theories and practices in Employee Motivation
- 8 Aspects of Employee Job Satisfaction
- 9 Theory, practice, and principles in Human Factors and Safety

COURSE EVALUATION

Tests (100%) Three to five multiple-choice tests (includes Final) will be administered. The material for each test will come from lectures, the text, and other reading assignments. Students are expected to participate in class via class discussions. Students will be required to read and study the text for approximately 10% to 15% of the test material. The remaining 85% to 90% of the test material will come directly from lecture. A list of lecture and text terms will be provided for each test.

GRADING SCALE

- A = 90-100
B = 80 - 89
C = 70 - 79
D = 60 - 69
F = 59 and below

Outcomes, Activities & Assessment for PSYC 3800 Industrial-Organizational Psychology

Program and Course	Activity	Assessment
Industrial-Organizational Psychology		
VSU General Education Outcomes		
1. Students will demonstrate understanding of the society of the United States & its ideals	Lecture & Discussion on Civil Rights Act of 1964, Title VII, & other EEOC & workplace issues.	a) Optional student presentations. b) Required Chapter & Final Exams.
2. Students will demonstrate cross-cultural perspectives & knowledge of other societies.	Lecture & discussion on Family Medical Leave Act (FMLA) with comparisons to Europe & USA.	a) Optional student presentations. b) Required Chapter & Final Exams.
7. Students will demonstrate the ability to analyze, to evaluate, and to make inferences from oral, written, and visual materials.	Lecture & discussion on Human Resource functions in the workplace setting in the context of EEOC laws, statistical & graphical prediction models.	a) Optional student presentations. b) Required Chapter & Final Exams.
<u>Psychology Degree Outcomes</u>		
1. Use the scientific method as a primary basis for engaging in critical thinking.	Lecture & discussion on all topics rely primarily on data based research, with the exception of law & case law for legal topics	a) Optional student presentations. b) Required Chapter & Final Exams.
4. Articulate controversial & ethical issues in psychology.	Lecture & discussion on the legal, ethical, & moral issues related to affirmative action & preferential treatment in HR functions.	a) Optional student presentations. b) Required Chapter & Final Exams.
5. Identify plausible psychological & biological principles that influence behavior & cognition, given a particular context or situation.	Lecture & discussion on human motivation in the workplace & personality factors that influence workplace behavior.	a) Optional student presentations. b) Required Chapter & Final Exams.