PSY-1050: INTRODUCTION TO INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Cuyahoga Community College

Viewing: PSY-1050: Introduction to Industrial/Organizational Psychology
Board of Trustees:
2018-06-28

Academic Term:
2018-08-27

Subject Code
PSY - Psychology

Course Number:
1050

Title:
Introduction to Industrial/Organizational Psychology

Catalog Description:
Focuses on the application of research to the workplace and provides an overview of psychological principles as they relate to issues of industry and organizations. Topics include personnel selection, job analysis and design, job descriptions, training, motivational theories, job attitudes, performance appraisal, testing and assessment, teamwork, stress, workplace violence and U.S. employment laws related to personnel decisions.

Credit Hour(s):
3

Lecture Hour(s):
3

Requisites
Prerequisite and Corequisite
None.

I. ACADEMIC CREDIT

Academic Credit According to the Ohio Department of Higher Education, one (1) semester hour of college credit will be awarded for each lecture hour. Students will be expected to work on out-of-class assignments on a regular basis which, over the length of the course, would normally average two hours of out-of-class study for each hour of formal class activity. For laboratory hours, one (1) credit shall be awarded for a minimum of three laboratory hours in a standard week for which little or no out-of-class study is required since three hours will be in the lab (i.e. Laboratory 03 hours). Whereas, one (1) credit shall be awarded for a minimum of two laboratory hours in a standard week, if supplemented by out-of-class assignments which would normally average one hour of out-of-class study preparing for or following up the laboratory experience (i.e. Laboratory 02 hours). Credit is also awarded for other hours such as directed practice, practicum, cooperative work experience, and field experience. The number of hours required to receive credit is listed under Other Hours on the syllabus. The number of credit hours for lecture, lab and other hours are listed at the beginning of the syllabus. Make sure you can prioritize your time accordingly. Proper planning, prioritization and dedication will enhance your success in this course.

The standard expectation for an online course is that you will spend 3 hours per week for each credit hour.

II. ACCESSIBILITY STATEMENT

If you need any special course adaptations or accommodations because of a documented disability, please notify your instructor within a reasonable length of time, preferably the first week of the term with formal notice of that need (i.e. an official letter from the Student Accessibility Services (SAS) office). Accommodations will not be made retroactively.

For specific information pertaining to ADA accommodation, please contact your campus SAS office or visit online at https://www.tri-c.edu/student-accessibility-services. Blackboard accessibility information is available at http://access.blackboard.com.

Eastern (216) 987-2052 - Voice. (216) 987-2423 - Fax
All students must adhere to the following general guidelines, until further notice:

- Your Tri-C email and visit tri-c.edu/coronavirus regularly for updates.
- Public health requirements and standards are changing rapidly, and the College is adapting its guidance accordingly. Please check pandemic.

Students are responsible for adhering to all College health and safety guidance, including that which relates to the COVID-19 pandemic.

V. CONCEALED CARRY STATEMENT

College policy prohibits the possession of weapons on college property by students, faculty and staff, unless specifically approved in advance as a job-related requirement (i.e., Tri-C campus police officers) or, in accordance with Ohio law, secured in a parked vehicle in a designated parking area only by an individual in possession of a valid conceal carry permit.

As a Tri-C student, your behavior on campus must comply with the student code of conduct which is available on page 29 within the Tri-C student handbook, available at http://www.tri-c.edu/student-resources/documents/studenthandbook.pdf You must also comply with the College’s Zero Tolerance for Violence on College Property available at http://www.tri-c.edu/policies-and-procedures/documents/3354-1-20-10-zero-tolerance-for-violence-policy.pdf

VI. CORONAVIRUS/COVID-19 STATEMENT

Students are responsible for adhering to all College health and safety guidance, including that which relates to the COVID-19 pandemic.

Public health requirements and standards are changing rapidly, and the College is adapting its guidance accordingly. Please check your Tri-C email and visit tri-c.edu/coronavirus regularly for updates.

All students must adhere to the following general guidelines, until further notice:
• Remain at home if you are ill or experiencing symptoms of illness. Do not attend any in-person class or gathering.
• Notify your instructor(s) if you are ill, have tested positive for COVID-19, or were exposed to an individual who has tested positive for COVID-19 and they will report the information to the Tri-C Compliance & Risk Management team and you may be contacted for follow-up information.
• Wear a mask or face covering at all times, including, but not limited to: upon entering and exiting any Tri-C facility, in class, and in all common areas.
• Maintain a distance of at least six feet between yourself and others at all times and if you must pass near an individual do it quickly and do not linger.
• Provide the College with relevant information about your current health status and participate in any required on-site checks (e.g., temperature checks, current contact information, symptom profile, etc.).
• Use only designated areas of Tri-C facilities, including entrances and exits. Sign in and out of Tri-C facilities as directed.
The general guidelines listed above do not encompass all coronavirus-related guidance. These guidelines are subject to change at the discretion of the College and under the direction of public health authorities. Students who fail to adhere to this guidance may be subject to disciplinary action under the College’s Student Code of Conduct and the Student Judicial Code.

Outcomes

Course Outcome(s):
Apply Industrial/Organizational (I/O) research to the workplace.

Objective(s):
1. Explain reliability and validity and how they are measured.
2. Evaluate the psychometric properties of selection tests.
3. Identify independent, dependent and confounding variables and explain how each is measured.
4. Evaluate research on selection and evaluation systems and determine its utility.

Course Outcome(s):
Evaluate employee performance and personnel decisions.

Objective(s):
1. Create a performance appraisal system.
2. Describe potential rating errors that could result from performance appraisal.
3. Determine training needs of an organization.
4. Select appropriate training methods and design a training program.
5. Evaluate a training program.

Course Outcome(s):
Increase employee performance through organizational behavior management.

Objective(s):
1. Explain theories of motivation and their relevance to job performance.
2. Apply motivational theories to goal setting.
3. Define and measure job attitudes.
4. Describe how teams function and potential problems relevant to teamwork.
5. Explain environmental determinants of job stress and workplace violence and describe techniques to improve/prevent them.
6. Describe techniques to enhance worker well-being.

Course Outcome(s):
Conduct a job analysis to create a job description and job description and use them to design a personnel selection system.

Objective(s):
1. Design a personnel selection system by determining measurable performance dimensions.
2. Determine appropriate selection tests.
3. Describe different methods of using test data to make selection decisions.
4. Explain major US employment laws related to personnel decisions.
5. Interview employees as part of a job analysis.
6. Write Knowledge, Skills and Abilities (KSA) statements.
7. Determine compensable factors based on a job analysis.
8. Use O*NET Online to locate general job descriptions.
9. Write a job description and determine compensable factors based on a job analysis.
Methods of Evaluation:
1. Exams
2. Projects
3. Short Papers
4. Group Discussion

Course Content Outline:
1. CONCEPTS
   a. Reliability and validity
   b. KSAOs (Knowledge, Skills and Abilities and Other Requirements)
   c. Performance domains and dimensions
   d. Psychometric properties of tests
   e. Variables in scientific research
   f. Selection tests
   g. Criterion development
   h. Classification of predictors of job performance
      i. Compensable factors
      j. Using test data to make personnel decisions
   k. Performance appraisals
   l. Rating errors
   m. Training needs analysis
   n. Methods of training
   o. Designing training programs
   p. Training evaluation
   q. Goal setting
   r. Motivational theories
   s. Job Attitudes and relevance to job performance
   t. Job stress
   u. Workplace violence
   v. Worker well being
   w. Team work and potential problems, including groupthink, social loafing, ineffective decision making
   x. Leadership theories

2. SKILLS
1. a. Identify Independent, Dependent and Confounding Variables and how each are measured
   b. Evaluate research
   c. Interview employees as part of a job analysis
   d. Conduct a job analysis
   e. Use O*NET Online to find job descriptions
   f. Define and evaluate a selection system
   g. Write a job description
   h. Determine compensable factors based on job analysis
      i. Write Knowledge, Skills, Abilities, and Other Requirements (KSAO) statements
      j. Evaluate KSAOs to determine measurable performance dimensions
   k. Identify and use different types of selection tests
   l. Select and use personnel rating format based on performance dimensions to be assessed.
   m. Determine training needs
   n. Choose training methods
   o. Design training programs
   p. Evaluate training outcomes
   q. Set goals using motivational theories
   r. Measure job attitudes
   s. Select techniques to cope with job stress and prevent workplace violence
   t. Select techniques to enhance worker well-being and productivity
   u. Select techniques to increase team performance and improve decision making

2. ISSUES
   a. The 'Criterion Problem'
   b. EEO/legal issues/employment laws
c. Affirmative Action
d. Adverse Impact
e. Workplace violence
f. Worker well-being

Resources


Resources Other

Instructional Services

OAN Number:
TMSBS

Top of page
Key: 3789