Psychology 445
Industrial/Organizational Psychology
Fall 2014
6:00pm-8:50pm Monday
2302 ASH

Professor:
Kevin E. Brown, Ph.D.
Phone: 616-283-2872
Personal Email Address: kb9254@yahoo.com

Required Text:

Course Objectives/Learning Outcomes:
The discipline of Industrial/Organizational Psychology is the application of psychological principles to organizational behavior. Students completing this course should develop knowledge, ability, and skill in the following areas:

1) Human resources, leadership development, employee training, motivation and satisfaction, group dynamics, and organizational climates.
2) Application of theory to organizational situations.
3) Time management, self-motivation, and project planning.
4) Collaborative teamwork.
5) Higher order cognitive abilities (Anderson & Krathwohl as cited in McKeachie & Svinicki, 2006).
   o Highest order: Create – Reorganize elements into a new pattern, structure, or purpose (generate, plan, produce).

Course Requirements:
Mastery of the subject material will be evaluated quantitatively and qualitatively. Students will need to accrue 950 points from 10 assignment categories for an “A” grade. Of the assignment categories, 5 are required. There are 1,165+ points available. The quality of the assignment will be evaluated by the instructor. Only assignments of excellent quality will receive the maximum number of points. There will be assignments and points awarded during class; therefore, I expect you to attend regularly and be prepared for in-class discussions by reading the assigned chapter before the chapter’s corresponding class.
Required Assignments:

**Organization Website Development** (375 pts.) – For this assignment, you will be required to develop a business website. At the beginning of the semester you will be placed in a group. This group will develop a start-up organization. As a group, you will develop the nature of the business, the products involved, and the effective human resource strategies needed to create a successful organization. There will be four check-up assessments throughout the semester and one final assessment. Each check-up will assess your additions since the last check-up. The final assessment will be cumulative. Each check-up assessment will be worth 75 points. Your grade for each assessment will be based first, on an overall evaluation and then second, on individual evaluations from yourself and other group members. Peer evaluations are due the day the website check is due and require students to divide 75 points between their group members in addition to written evaluations concerning each member’s contribution for that check. You will **LOSE TEN POINTS** for the first day your peer evaluations are late, and **FIVE POINTS** every day after that. Details for each check-up will be placed on Blackboard in the course materials folder. *Develops objectives 1-5.*

**Application Examinations** (100 pts. each) – There will be TWO application exams. Although the exams are not directly comprehensive, the nature of the course will require you to know previously learned concepts. The exams will require you to think about the material you have learned and apply it to scenarios. They will not include multiple choice questions and you will not be allowed to use your text or any notes… only your brain. It is likely that for some questions there will be multiple correct answers (much like the “real” world). In these cases you will be graded on how well you support your answer. You will need to combine problem solving skills **with** specific concepts from the course. These are not easy exams. You will need to understand and be able to apply the concepts presented in the course. Although these exams may sound intimidating, hopefully they will be a good indicator of your internalization of the course material and how well you can apply that knowledge to various situations. *Exams will be held in-class and will be based on the class assignments and lecture material.* Dates for the exams are as follows: **Exam 1: October 6th**, **Exam 2: November 27th. Develops objectives 1, 2, & 5.**

**Final Business Presentation** (75 pts.) – In lieu of a final exam, you will be giving group presentations on the last day of class. You will be presenting your companies as you would at a recruiting fair. This assignment will be graded in a similar fashion to the website checks (overall evaluation, peer evaluation and self evaluation). The peer evaluations are due the day of the final. More detailed instructions will be discussed in class and posted on Blackboard. *Develops objectives 1-5.*

**First Three Class Assignments** (30 pts.) – The first three class assignments will be required. These three assignments are designed to help you manage your time and succeed in this course, as well as in your other courses. Directions for each assignment will be given out during the first day of class. The assignments are due on **September 29th. Develops objective 3.**

Optional Assignments:

**Citizenship** (up to 140 pts.) – Part of being an exceptional student (or employee) is your ability to be a good citizen. I expect students to be on-time, actively engaged, respectful to others, and prepared by reading before class. At the end of each week your citizenship will be evaluated. For each day your citizenship is exceptional you will be rewarded with 5 points. Behaviors such as absences, tardiness, sleeping in class, not completing your reading, and interrupting others are not acceptable in the business environment and will not be rewarded in this class. Completing the assigned reading is defined as reading the text in full. *Skimming the text does not count. Develops objective 1.*
**Media** (up to 15 pts. each, 45 pts. max.) – If you come across any media (songs, movies, video clips, etc.) that can be incorporated into a lecture discussion, please provide me with a copy of that media, a one-page explanation of how it applies to the lecture discussion, and how it can/should be utilized in class. Material needs to be ready to use. Media assignments on any given subject must be turned in within one week of when we talk about the subject in class. No media will be accepted after the last day of class. *Develops objectives 1&2.*

**Journal Article Summaries** (up to 30 pts. each, 150 pts. max.) – You may choose to read and critically evaluate any scientific article to reference on your group’s business website. *Please include a copy of the article.* Grading: 6 points for including the article, up to 8 points for summarizing the article and how it applies to your group’s organization, 8 points for critically evaluating the article, and 8 points for including a specific plan on how you will use the findings of the article in the future beyond this course. Journal article summaries will be due as scheduled below. *Develops objective 1.*

**Writing Assignments** (25 to 50 pts. each, 100 pts. estimated) Writing assignments will be given out in class. These assignments will be based on the assigned reading or lecture discussion and will often be useful to facilitate ideas for your group’s business website. The writing assignments may also assist you in studying for the Application Exams. You may use your text and any notes to complete the assignments, as well as other students and the instructor (unless otherwise instructed). The point of the class assignments is to understand the material being presented and help you in designing your website. *There are no make-ups if you miss class.* *Develops objectives 1-5.*

**Lecture Presentation** (up to 50 pts., once) – You may choose to present a 20-minute presentation on any major topic in the textbook. Lecture presentations must have a detailed lecture plan and be scheduled at least two weeks in advance. Coordination with the instructor is required. Please see me with your topic idea and date of presentation if you are interested. *Develops objectives 1, 3, and 5.*

**Create Your Own Assignment** – Apply what you have learned (see me before starting assignment for point value) – Let me know if you have an idea for an assignment and would like to get points for it. The assignment will need to directly apply what you have learned from the course. You will need to write a one-page proposal and obtain my blessing before beginning the assignment. *In your proposal you should provide an estimated point value as well.* Last day for proposals is October 10th. Previous students have conducted job analyses, developed training programs, and conducted customer satisfaction research at their places of employment. Applying the knowledge you learn in the class to your job or calling is an excellent way to learn more about organizational psychology. *Develops objectives 1-6.*

**Grading:**
Points obtained from assignments and exams are absolute and additive. *You must still complete the required assignments.* Each uncompleted required assignment will result in a loss of a letter grade i.e., “A” to an “A-.” You may choose to complete only parts of optional assignment categories (e.g., only submit two of the five optional journal article reviews), thereby mixing and matching. Your cumulative number of points will be used to calculate your grade not your assignment percentages.

**Letter grade calculation:**
A = 950 pts. or higher, A- = 920 pts., B+ = 890 pts., B = 860 pts., B- = 830 pts., C+ = 800 pts., C = 770 pts., C- = 740 pts., D+ = 710 pts., D = 660 pts., D- = 630 pts., and E= below 630 pts.
# Course Outline

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<td>Aug 25</td>
<td>Introduction/Course Requirements</td>
<td>Ch. 1</td>
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<td>Sep 8</td>
<td>Research in I/O Psych/Group Work</td>
<td>Ch. 2/Ch.12</td>
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<td>15</td>
<td>Group Work/Leadership</td>
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<td>Leadership/Org. Development</td>
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<td>Oct. 6</td>
<td>APPLICATION EXAM #1</td>
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<td>13*</td>
<td>Hiring and Retention</td>
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<tr>
<td>20</td>
<td>Training and Development</td>
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<tr>
<td>27</td>
<td>Evaluation in the Workplace</td>
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| Nov. 3 | Evaluation (cont.) | |
| 10 | Employee Motivation | Ch. 9 |
| 17 | APPLICATION EXAM #2 | |
| 24* | Job Attitudes | Ch. 10 |

| Dec. 1 | Stress-the good, the bad, the ugly | Ch. 11 |
| 8 | FINAL CLASS PERIOD TEAM PRESENTATIONS | |

- Denotes days for check-up on Website Development Project

## Late assignment policy:

There will be no late assignments or make-up exams. If you miss a deadline there are other opportunities in the course to make up the points. Please do not procrastinate until the end of the semester as you may run out of point opportunities. You will need to utilize planning and time management skills in this course (*develops objective 3*). I realize some circumstances may justify make-up work. These circumstances must be documented appropriately and brought to my attention immediately upon learning of the circumstance to receive make-up opportunities.

## Changes to syllabus:

I reserve the right to change the syllabus at any time. In the event of this occurrence, I will provide an updated syllabus and appropriate notice to students in class. Like any organization, this course may need to be adjusted to meet the needs of the students, department, or instructor.

## Things you should know about this class:

1. There will not always be a ‘correct’ answer in this class.
2. You will be working in groups throughout the semester.
3. You CANNOT procrastinate.
4. This is NOT a traditional class.
5. This class will utilize many of the research skills and methods you have learned in other classes.

## University Policies:

### Students with Disabilities

Grand Valley State University is committed to providing a working and learning atmosphere that reasonably accommodates qualified persons with disabilities. If you have any disability which may impair your ability to complete this course successfully, please contact the Disability Support Services Office (331-2490). Reasonable academic accommodations are reviewed for all students who have qualified, documented disabilities. Any student who requires accommodation because of a physical or learning disability must contact Disability Support Services at 616-331-2490 or [http://www.gvsu.edu/dss](http://www.gvsu.edu/dss) as soon as possible. After you have documented your disability, please make an appointment to see me to discuss your specific needs.
Syllabus Reading

I have read this syllabus in its entirety and I am solely responsible for the content found therein. Furthermore I will consult the syllabus first regarding all questions relating to the material of the class. By signing and submitting this agreement, I acknowledge that I understand the requirements regarding this document and will immediately ask the instructor or the teaching assistant concerning any ambiguities or questions resulting from the above reading.

Name____________________________________

Signature__________________________________