

# Introduction to Industrial and Organizational Psychology

## PSY 319 – Spring, 2008 (Section 1)

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**Webpage:** <http://www-rohan.sdsu.edu/~jconte/> (contains many I-O & grad school links)  
**Meeting Time/Place:** Monday, 4:00-6:40, Arts and Letters (AL) 105  
**Office Hours:** Monday 12:00-1:00 and by appointment.

### Required Text:

Landy, F. J., & Conte, J. M. (2007). Work in the 21st Century: An Introduction to Industrial and Organizational Psychology (2nd Edition). Malden, MA: Blackwell Publishing.

Additional information including the Student Study Guide can be found on the text's website (<http://www.blackwellpublishing.com/landyconte2e/>).

**Pre-Requisites:** PSY101 (Introductory Psychology) and PSY270 (Statistics) or equivalent Statistics course. In addition, you must NOT currently be enrolled in PSY320 or PSY321, and you must not have taken these courses in a previous semester (they should be taken after completing PSY319).

**Course Objectives:** This class is designed to provide an introduction to the field of Industrial-Organizational (I-O) Psychology, including major theories and research in the field as well as some practical applications for work organizations. Specifically, the course will focus on the history and methods of the field as well as issues in industrial psychology (e.g., personnel selection, training and development, and performance appraisal) and organizational psychology (e.g., work motivation, justice, leadership, and stress).

### Learning Objectives:

1. Summarize recent developments in research and theory in I-O psychology.
2. Apply recent research and theory in I-O psychology to the workplace.
3. Identify emerging areas of research, theory and practice in I-O psychology.
4. Compare alternative approaches to contemporary research, theory, and practice in I-O psychology.

**Class Format:** The class format will be primarily lecture, which will be supplemented with class discussions and small group exercises. Through lectures, class discussions, and small group discussions, it is my hope that you come away from this course with a better understanding of industrial-organizational psychology and a working knowledge of some of the obstacles and issues that challenge I-O psychologists. Active participation is encouraged and should provide a more enjoyable learning environment for everyone. I welcome your questions and encourage you to ask them without hesitation when you need more information, a different explanation, an additional example, or clarification. Due to the technical nature of some of the course material, it is important that you complete assigned readings BEFORE we discuss the material in class. Again, please feel free to ask questions in class when you are unsure of a particular concept or application.

**Evaluation:** There will be **three** multiple-choice exams, which are designed to assess your knowledge of the lectures and the reading assignments in the textbook. Each exam is worth **25%** of your grade. Please bring NCS Form 19641 (Blue) and a #2 Pencil for each exam. Please arrive on time for the exams. If you arrive to an exam after the first person has finished the exam and left the room, you will NOT be allowed to take the exam. In addition, it is very important for you to be present for the exams. If some extreme event requires you to miss an exam, you must contact me about missing the exam before the scheduled exam date. If you do not contact me before missing the exam, no make-up exam will be

allowed. The only exception will be for a medical or family emergency, and you must have documented proof of the emergency (for example, a doctor's note). You must inform me of the emergency within one week of the regular exam date. **All make-up exams will be essay format.**

*Project:* There will be **one project** assigned during the semester, which is designed to assess your ability to integrate the course material in an applied context. This project is worth **25%** of your grade. Additional information about the project will be provided in a separate handout. To ensure fairness to all students in the class, **late papers** will not be accepted. The only valid excuse for a late assignment will be a family or medical emergency, and you must have documented proof of the emergency. Note that computer problems are not valid excuses. This means that if the assignment is not turned in on time because a "computer crashed" the night before it is due, it is still considered late. Please plan ahead to make sure assignments will be completed and turned in on time.

**Final Grading Scale:** The final grading scale based on total points for the 3 exams and the project is as follows:

372-400 --> A  
360-371 --> A-  
352-359 --> B+  
332-351 --> B  
320-331 --> B-  
312-319 --> C+  
292-311 --> C  
280-291 --> C-  
272-279 --> D+  
252-271 --> D  
240-251 --> D-  
000-239 --> F

**Students with Special Needs:**

Students who need accommodation of their disabilities should contact me privately to discuss specific accommodations for which they have received authorization. If you have a disability, but have not contacted Student Disability Services at 594-6473 (SS-1661), please do so before making an appointment to see me. Students should contact me as soon as possible (and certainly before the first exam).

**Office Hours:**

You are encouraged to stop by during my office hours to talk about questions, problems, or suggestions you may have concerning the course, about career interests, or about graduate school. If you want to meet and find my office hours are not convenient, please feel free to schedule an appointment with me.

**Plagiarism, Cheating, and Academic Integrity:**

I do not expect that cheating, plagiarism, or other forms of academic dishonesty will be encountered in this class. Cheating has rarely been a problem in this course, and warning you about the consequences may seem unnecessary and perhaps even offensive. Nevertheless, to minimize the possibility of plagiarism occurring, it is worth clarifying the definition of plagiarism: Stealing others' work (for example, copying others' test answers, projects, or assignments) and passing it off as your own is an example of plagiarism. Plagiarism and cheating in any form will not be tolerated, and will be dealt with through the appropriate university channels. If you are caught cheating in an exam or plagiarizing an assignment, you will receive a zero, and you may receive an F in the course. In addition, the event will be reported to campus authorities and may lead to probation, suspension or even expulsion from the University. Please see me if you have any questions about what constitutes plagiarism or other violations of the academic integrity policy.

### **I-O Psychology Journals:**

Many students get excited about I-O psychology and ask where they might find more information. As you will learn during the semester, topics related to I-O psychology can be found in many newspapers including the New York Times, Washington Post, USA Today, and the San Diego Union Tribune. In addition, the following journals are excellent sources for current developments in I-O Psychology. The library has recent copies and back issues of these journals.

- |   |   |
|---|---|
| 1) Journal of Applied Psychology                | 2) Personnel Psychology                 |
| 3) Academy of Management Review                 | 4) Academy of Management Journal        |
| 5) Organ. Behavior and Human Decision Processes | 6) Journal of Applied Social Psychology |
| 7) Human Performance                            | 8) Journal of Organizational Behavior   |

### **Websites Related to I-O Psychology:**

Several websites related to I-O Psychology can be used to explore additional information about the field and to help in obtaining information for written projects related to I-O psychology.

**SIOP homepage:** <http://www.siop.org>

**American Psychological Association (APA) homepage:** <http://www.apa.org/>

**American Psychological Society (APS) homepage:** <http://psychologicalscience.org/>

**Academy of Management:** <http://www.aomonline.org/>

**International Personnel Mgmt. Association Assessment Council:** <http://www.ipmaac.org/>

**Job Analysis and Personality Research:** <http://harvey.psyc.vt.edu/>

**Dictionary of Occupational Titles (DOT):** [http://www.wave.net/upg/immigration/dot\\_index.html](http://www.wave.net/upg/immigration/dot_index.html)

**O-NET: Occupational Information Network:** <http://online.onetcenter.org>

**The Dilbert Zone provides a less serious view on work:** <http://www.unitedmedia.com/comics/dilbert/>

## **TENTATIVE COURSE SCHEDULE**

| <u><b>Date</b></u> | <u><b>Scheduled Topic</b></u>                      | <u><b>Chapter Assignment</b></u> |
|--------------------|--|----------------------------------|
| Jan. 28            | Course Overview                                    |                                  |
| Feb. 04            | What is I-O Psychology?                            | 1                                |
| Feb. 11            | Methods and Statistics in I-O Psychology           | 2                                |
| Feb. 18            | Individual Differences                             | 3                                |
| Feb. 25            | Assessing Individuals, Review for Exam #1          | 3                                |
| <b>Mar. 03</b>     | <b>Exam #1</b>                                     |                                  |
| Mar. 10            | Understanding Performance                          | 4                                |
| Mar. 17            | Performance Measurement                            | 5                                |
| Mar. 24            | Staffing Decisions                                 | 6                                |
| <b>Mar. 31</b>     | <b>Spring Break – Enjoy!</b>                       |                                  |
| Apr. 07            | Training & Development, Review for Exam #2         | 7                                |
| <b>Apr. 14</b>     | <b>Exam #2</b>                                     |                                  |
| Apr. 21            | The Motivation to Work, Fairness/Diversity         | 8, 11                            |
| Apr. 28            | Leadership   | 12                               |
| May 05             | Stress and Workplace Health, Review for Final Exam | 10                               |
| <b>May 12</b>      | <b>FINAL EXAM (Monday, 4:00PM - 6:00PM)</b>        |                                  |

Note: Dates and topics for course schedule are tentative, and students are responsible for any announcements made in class concerning schedule, exam, and reading/homework assignment changes.