

Organizational Psychology

PSY 404 (3SH)

Henderson 206 (MTWR 1:00-3:00 p.m.)

Instructor

Dr. Devin Pierce

Phone #: 903-886-5594 (Please leave message)

Office Hours: Office hours will be held in Binion Hall, Rm. 221. I will be available MTWR from 12:00-12:45 p.m. or by appointment. I can also be reached by e-mail (devin_pierce@tamu-commerce.edu).

Course Description

This course applies behavioral science knowledge to professional organizations. The goal of this course is to understand how businesses can be designed so that both efficiency and the quality of employee life are improved. Topics will include the history of Industrial/Organizational psychology, psychological testing, job analysis/performance, performance measurement, staffing decisions, training and development, motivation, attitudes, emotions, work stress and health, and the organization of work behavior.

Purpose

The goal of this class is to learn about the nature of work in modern society. Research in the workplace has primarily been conducted by psychologists, thus, we'll be looking at work from a psychological perspective. Unlike many other psychology courses, we will move away from theories (although we will not ignore them completely!) toward a focus on the practical and applied aspects of psychology in the workplace. My hope is that you will be able to apply what you learn in this class to improve your chances of finding a job that you enjoy and to be a better and more productive member of the workforce.

Textbook

Landy, F. J., & Conte, J. M. (2010). *Work in the 21st century: An introduction to industrial and organizational psychology* (3rd ed.). Malden, MA: Blackwell Publishing.

Grading

Class participation: I consider class participation to be one of the most important, yet underrated elements of a student's education. There are numerous elements that go into class participation: (1) Attending and participating in all class meetings (according to University rules, students may be dropped from the class for excessive unexcused absences); (2) Arriving to class on time and not packing up early; (3) Somewhat frequent, and preferably intelligent, contributions to class discussion; and (4) Treating others with respect and politeness. ["All students enrolled at the University shall follow the tenets of

common decency and acceptable behavior conducive to a positive learning environment." (See Student's Guide Handbook, Policies and Procedures, Conduct)]. **Total=5%**

Exams: There will be two exams, each worth 25% of your grade. None of the exams are cumulative (except where the course material itself is naturally cumulative). You are responsible for all lecture and reading materials. Perhaps most importantly: **NO MAKE-UP EXAMS WILL BE GIVEN!!!!!!!!!!!!!!!!!!!!** I mean this. Exams may be rescheduled, without penalty, only when arrangements have been made in advance of the testing date. I expect people to come to me within the first week of class if they have conflicts with the exam dates. Make-ups will only be given in the case of verifiable medical or legal excuses. Verifiable means that written documentation is provided (e.g., signed doctors' notes, court appearance tickets, newspaper obituaries). The final decision concerning make-up exams rests with the instructor. No cell phones are allowed on desks during exam day. In addition, calls may not be received - if you answer the phone your exam will be forfeited (unless arrangements are made with me ahead of time). **Total=50%**

Quizzes: There will be 10 quizzes, each worth 1.5% of your grade. You will be given a quiz upon completion of each chapter. Each quiz will be comprised of multiple choice and true/false questions. Additionally, they will be open-book/open-notes; however, there will be a time-limit imposed. A principle reason for these quizzes stems from the fact that research has demonstrated that testing yourself on a frequent basis is a highly effective learning strategy. **Total=15%**

Assignments: The remainder of your grade will be composed of a combination of four assignments, each worth 7.5%. Separate handouts will contain the full details of these assignments. Absence from class does not remove your responsibility for turning the assignment in on time. I am not required to accept assignments that are turned in after the due date. **Total=30%**

Your grade will be determined as follows:

Exams	50%
Quizzes	15%
Assignments	30%
Participation	<u>5%</u>
	100%

Final grades are based on the total number of points earned during the term in accordance, generally, with the following levels of proficiency: A = 90-99; B = 80-89; C = 70-79; D = 60-69; F = below 60.

Schedule

7/9 - Mon.	Chapter 1: What is I/O Psychology? Quiz 1
7/10 - Tues.	Chapter 3: Individual Differences and Assessment
7/11 - Weds.	Chapter 3: Individual Differences and Assessment Quiz 2
7/12 - Thur.	Chapter 4: Job Analysis and Performance
7/16 - Mon.	Chapter 4: Job Analysis and Performance Quiz 3
7/17 - Tues.	Chapter 5: Performance Measurement
7/18 - Weds.	Chapter 5: Performance Measurement Quiz 4
7/19 - Thur.	Exam 1: Chapters 1, 3, 4, & 5 Chapter 6: Staffing Decisions
7/23 - Mon.	Chapter 6: Staffing Decisions Quiz 5
7/24 - Tues.	Chapter 7: Training and Development
7/25 - Wed.	Chapter 7: Training and Development Quiz 6
7/26 - Thur.	Chapter 8: The Motivation to work
7/30 - Mon.	Chapter 8: The Motivation to work Quiz 7
7/31 - Tues.	Chapter 9: Attitudes, Emotions, and Work

8/1 - Wed.	Chapter 9: Attitudes, Emotions, and Work Quiz 8
8/2 - Thur.	Chapter 10: Stress and Worker Well-being Quiz 9
8/6 - Mon.	Chapter 14: The Organization of Work Behavior
8/7 - Tues.	Chapter 14: The Organization of Work Behavior Quiz 10
8/8 - Wed.	Wrap-up and Review
8/9 - Thur.	Exam 2: Chapters 6, 7, 8, 9, 10, & 14

Other important information

Students requesting accommodations for disabilities must go through disability services. For more information, please contact the Office of Student Disability Resources and Services, Gee Library, Room 132, (903) 886-5835.

Finally, I cannot stress enough the importance of contacting me immediately if you find that you are having trouble with the course material. Come to my office hours, use my email, ask me questions before, during, and after class. If we catch a problem early, it can be cured. I can do nothing for you when approached after the semester has been completed.

Disclaimer: Minor changes may be made in this schedule.