

**Psychology 231 –Industrial and Organizational Psychology
Fall 2008**

Lecture: MWF 10 – 10:50 a.m., SH 309
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Readings/Textbook

Muchinsky, P. M. (2009). *Psychology applied to work* (9th ed.). Summerfield, NC: Hypergraphic Press.

Course Overview

This course will introduce you to the field of Industrial / Organizational (I/O) Psychology. The “I” and the “O” of I/O psychology symbolize two distinct areas of the field. The “I” (Industrial) focuses on the human resource functions of analyzing jobs as well as on appraising, selecting, placing, and training workers. The “O” (Organizational) focuses on the psychological processes associated with work, including employee attitudes, behaviors, emotions, health, motivation, and well-being. The field of I/O takes basic psychological principles and applies them in work settings.

Course Objectives

This course will focus on empirical research in I/O psychology and applied and practical implications of this research. It is my hope that this course will pique your interest in the field and also make you more knowledgeable about how psychology and work are related – knowledge that you can take with you into whatever career you pursue. More specifically, it is my hope that you achieve the following objectives in this course:

- Learn the material presented in lecture and in the textbook on industrial and organizational psychology; history, current theories and paradigms, research and research findings, prominent researchers in the field.
- Develop a general understanding of how psychology is relevant to work.
- Understand the importance of I/O psychology in the real world.
- Understand career opportunities in I/O psychology specifically and psychology more broadly.

Course format

Information will be presented in the course lecture and assigned readings. You should come to class having done the reading for that day.

Lectures will be supplemented with assignments, activities, and discussions designed to enrich your understanding. I encourage students to interact and ask questions during lectures. We will be engaging in active learning tasks on a regular basis. You will be asked to complete some tasks outside of the classroom (e.g., by filling out scales, by completing assignments) and other activities will take place inside the classroom (e.g., demonstrations and activities). It is imperative that you get involved in these exercises as you will see relevant content on the exams. Also, part of your grade will be based on your participation in class.

Office Space is a movie by Mike Judge released in 1999. It is a humorous take on some of the issues we will be discussing in this class – especially later in the semester. There will be one opportunity for public viewing setup for the class in the evening during the week of 11/24 (specific times and dates TBA). If it turns out that these times are not convenient for you, you can arrange to borrow the DVD from the TA. You are not required to attend the class screenings if you have access to the movie, but you should make sure you watch the movie again so you can participate in class discussions and answer test items. Please note that the movie is rated ‘R’ for language (lots of cussing), and some sexual content. If you are offended by these things, please don’t hesitate to talk to me and we will make alternative arrangements.

Although I do not grade on attendance, 5% of your grade will be based on class participation – it will be difficult for you to participate if you are not in class. I also believe that attending class has its own rewards. Research shows that attendance is positively related to grades. This finding has been replicated in my own classes. If you are not able to attend this class, drop it.

In cases when you need to miss a class, it will be entirely your responsibility to get notes on what you missed from a classmate or a TA during office hours.

Owlspace

Course material (e.g., the syllabus, assignments, handouts, and information about grades) will be available on Owlspace. I will hold you responsible for all announcements about the class, including any changes to the syllabus that I post there. You should have a habit of checking the site regularly.

Exams

There will be three midterms and one final exam given in this course on the following dates:

Exam #1 – 10/3

Exam #2 – 10/31

Exam #3 – 12/3

Final Exam, TBA

Exams are in multiple-choice format and based on material covered in class and in your readings.

Important information about exams:

- Your final grade calculation will include your highest *three* exam scores.
- You can drop your lowest exam grade.
- If you do well on the three midterm exams, you do not have to take the final.
- The final exam will be cumulative (*and more difficult than the first three*). Therefore, it will be to your advantage to do well on the first three exams and not have to take the final.
- I will **NOT** give any MAKEUP EXAMS. If you miss an exam, you will drop that test grade from the calculation of your final grade – no matter what the situation. In this case, you would have to take the final.
- If you know (in advance) that you have a conflict with an exam, you may take the exam early provided that you and the TA can find a mutually agreeable time. If you decide to take this option, you must notify the **professor (MEB) TWO WEEKS** before the scheduled exam. If you do not provide two weeks advanced notice to me for the early administration of an exam, you will not be able to take the exam early.
- Please come to me if you have any questions about exams.

Participation in Psychological Experiments

You will participate in *three* hours of experimental credit that will count toward your class participation grade (note however that participation in experiments ALONE will not earn all available points; participation in class is also required). Experiments are posted on the experimetrix website that is located on the Rice University Department of Psychology Homepage (<http://www.ruf.rice.edu/psyc>). You are required to adhere to the policies and responsibilities outlined by the Psychology Department. You should be familiar with The Rights and Responsibilities of Students Participating as Subjects in Psychology Experiment published by the Psychology Department. This document can be found in the Psychology Department Web page at <http://www.ruf.rice.edu/~psyc/>.

If for some reason you do not wish to participate in experiments, you can read and summarize three *Journal of Applied Psychology* articles and write accompanying 1-2 page summaries and reaction papers.

Assignments

There are five assignments as described below. On certain days, you might also be asked to complete scales and inventories or to prepare for in-class activities outside of class time. These are not assignments that will be counted toward your letter grade per se; rather, they are intended for you to become actively involved in the class material and your participation will be counted toward your class participation grade.

Assignment 1 (3 points); Ongoing

Research in I/O Psychology – in class project

To provide an understanding of research in I/O psychology, you will participate in a research study in class. More information about this study will be forthcoming. Information about the research design and preliminary results will be presented during the last day of class.

Assignment 2 (3 points); due 9/5

Research Methods and Analysis of Data

This assignment will provide practice with research methods and data analysis. It will be posted on OwlSpace during the first week of class. **Your assignment must be handed in at the BEGINNING OF CLASS on Friday, 9/5.**

Assignment 3 (5 points); due 10/3 (Note that Assignment 4 will be due BEFORE assignment 3)

Pseudo Job Analysis Project. The goal of this assignment is to give you some exposure (albeit abbreviated) to the process and outcomes of job analysis. In this exercise, you will practice conducting an interview and direct observation of an individual performing a job. Details regarding this assignment will be provided in class and on OwlSpace. **Your assignment must be handed in at the BEGINNING OF CLASS on Friday, 10/3.**

Assignment 4 (3 points); due 9/24

Legal Case Study. The goal of this assignment is to familiarize you with the type of legal issues and cases that are relevant to personnel selection. You will be assigned to read the briefing *Kushner v. Nationsbank of Texas*, which will be posted on the class website. You will review the briefing and write up a one page, single-spaced summary of the general issues in the case, the key findings relevant to employment, and your opinion about what the findings mean for how selection is done in organizations. **Your assignment must be handed in at the BEGINNING OF CLASS on Wednesday, 9/24.**

Assignments 5 (6 points) due 12/1 (topic due 11/14)

I/O in the news. The goal of this assignment is to relate what you're learning in this class to current events. For this assignment you must do the following:

1. Identify a news item that is I/O related and has been in the news during this semester (August through November, 2008). Construct an argument supporting how the item is related to topics covered in class.
2. Find AT LEAST two empirical research papers published in *The Journal of Applied Psychology*, *Personnel Psychology*, *Human Performance*, or *Journal of Vocational Behavior* that provide some scientific perspective on the topic you have chosen. You have electronic access to these journals through the database "PsychInfo" on the library website. It would probably be most productive if you do a search on the topic of interest (as opposed to just going through the journals). If you want to use a different journal, you will have to get approval from Dr. Beier.
3. **Hand in a paper with your name, your topic, and references for the empirical articles at the beginning of class on Wednesday 11/14.**
4. Write a short paper (4 pages double spaced) on how the topic is related to I/O and tie the topic to empirical research. Be sure to cite the empirical references you have chosen. **Your assignment must be handed in at the BEGINNING OF CLASS on Monday, 12/1.**

Participation in Assignment 1 is required for credit. For Assignments 2 – 5, late assignments will be deducted 5% of possible points for each day (i.e., 24 hour period including weekends) that they are late.

Grading

The breakdown of your grade for this course is as follows:

Assignments	20%
Class Participation	5% (Participation in psychological research and participation in class)
Exams	75%

Grades will be determined on the following scale:

100 - 98% = A+	89 - 88% = B+	79 - 78% = C+	69 - 68% = D+	59 - 0% = F
97 - 93 % = A	87 - 83 % = B	77 - 73 % = C	67 - 63 % = D	
92 - 90 % = A-	82 - 80 % = B-	72 - 70 % = C-	62 - 60 % = D-	

Important notes

Disabilities: If a student has a documented disability and needs academic assistance in this or any other course, he or she should so inform me within the first two weeks of classes. All discussions will remain confidential. Students should contact me after class, during office hours, or by e-mail. The student may also need to register with the Disability Support Services, especially if unusual accommodations are needed. Before providing accommodations, I must have accommodations letters from the Disability Support Services office.

Academic integrity. Students are expected to abide by the Honor Code and follow the guidelines provided in the Blue Book. All examinations and written assignments are under the Honor System (i.e., these are not group projects). For papers, note that references must be properly cited to avoid plagiarism (http://www.plagiarism.org/learning_center/what_is_plagiarism.html). Students are encouraged to bring any concerns involving academic integrity to my attention.

Class Schedule (Subject to Change)

Date	Day	Topic	Assignments
8/25	Monday	Introduction and History of I/O	Ch 1
8/27	Wednesday		
8/29	Friday	Research Methods	Ch 2, Start assign. #2
9/1	Monday	Labor Day, no class	
9/3	Wednesday		
9/5	Friday		Assignment #2 due
9/8	Monday	Job Analysis	Ch 3. Start assign. #3
9/10	Wednesday		
9/12	Friday	Psychological Assessments	Ch 4
9/15	Monday		
9/17	Wednesday		
9/19	Friday	Legal Issues in Personnel Selection	Ch 5 – pp. 137-149 Read Kushner v. Nationsbank Case Start assign. #4
9/22	Monday		
9/24	Wednesday		Assignment #4 due
9/26	Friday	Personnel Decisions	Ch 5 – pp. 149-181
9/29	Monday		
10/1	Wednesday		
10/3	Friday	Exam 1	Assignment #3 due
10/6	Monday	Training	Ch 6
10/8	Wednesday		
10/10	Friday		
10/13	Monday	Midterm recess	
10/15	Wednesday	Performance Management	Ch 7
10/17	Friday		
10/20	Monday		
10/22	Wednesday	Organizations and Change	Ch 8
10/24	Friday		
10/27	Monday	Teams and Teamwork	Ch 9
10/29	Wednesday		
10/31	Friday	Exam 2	
11/3	Monday	Job Attitudes	Ch 10
11/5	Wednesday		
11/7	Friday		
11/10	Monday	Occupational Health	Ch 11
11/12	Wednesday		
11/14	Friday	Motivation	Ch 12 Assignment #5, topic due
11/17	Monday		
11/19	Wednesday		
11/21	Friday	Leadership	Ch 13
11/24	Monday		<i>Office Space shown this week</i>
11/26	Wednesday	No class due to movie	
11/28	Friday	Thanksgiving break	
12/1	Monday	Movie Debrief	Assignment #5 due
12/3	Wednesday	Exam 3	
12/5	Friday	Wrap-up	Presentation of in-class research