MGMT 321-94 Industrial - Organizational Psychology

Morrie Mullins
mullins@xavier.edu

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Psyc 321-94/Mgmt 321-94  
Industrial/Organizational Psychology  
3 Credit Hours  
Summer, 2012  
Meeting Time:  6:15-9:30, Tuesday & Thursday  
Room:  Elet 11  
Instructor:  Dr. Morrie Mullins

Office Location:  305 Elet Hall  
Office Hours:  Tuesday & Thursday 2-5, or by appointment*  
Phone:  745-3170  
Email:  mullins@xavier.edu  
Web Page:  Through your myxu portal/Blackboard

*If you are unable to attend my scheduled office hours, call me or email me to make an appointment at a time that is more convenient for you.

Recommended Textbook:


The Aamodt text is, in my mind, an excellent introduction to I-O (even if it may lean a little far toward the I-side!). It does not, however, mesh well with summer course design. No text will. I recommend it to augment our lectures, particularly if you have any interest at all in continuing in I-O, but I will not base my tests on the book. What is required is that you read one article per class that I make available on the e-reserve website for the course. Unlike a textbook, these won’t cost you anything but toner and paper. Not even that, if you read them on your phone/tablet/e-reader. Please make sure you have a copy (paper or virtual) in class with you when we’re going to be discussing each article.

Course Objectives:

The course is designed to provide you with an overview of the field of Industrial-Organizational Psychology. This will give you a basic understanding of the principles and methods of the field, as well as potential applications of psychological theories and principles in organizations. At the end of this course you should understand and be able to apply major theories and approaches to the psychology of work.

Course Grading:

Your grade in this class will be determined by your performance on three exams (two in-class exams, and one final exam), a series of in-class exercises, your class participation, and a group presentation. The three exams will contain both multiple choice and short answer questions. I was trained in test-writing by people who have written books on how to write tests; I’ve been told that the tests are pretty challenging, but they’re also fully grounded in the content (both theory and application) from class. Tests will contain questions from both the powerpoint and the assigned readings. If at any point you feel a mistake was made in grading any of your exams, please feel free to contact me so that we can review the exam together and address your questions/concerns.
The dates for the three exams are as follow:

- **Exam #1**: 7/12
- **Exam #2**: 7/26
- **Exam #3**: 8/9

Class Participation: 10%
Group Presentation: 15%
In-Class Exercises: 15%
Test 1: 20%
Test 2: 20%
Final Exam: 20%

Class Participation:

I’m going to run this much like I would a graduate class. I’ll probably lecture for 1-1.5 hours in class, using the overheads you can download from my website/Blackboard as a framework. I won’t talk about everything in the overheads, for the most part, because I want to leave the rest of the class time to discuss articles you can download from e-reserves/Blackboard and to do the in-class projects.

Because I’m running this like a graduate seminar, your participation is vital. I want to hear your thoughts on the issues and material we cover. I want to hear your experiences. Industrial-organizational psychology, at its core, is relevant to almost everyone, because we all have to work! Your experiences are as good as mine (probably better, in some cases) at providing examples as to why things should or should not be done the way they are in the workplace. Feel free to share. Moreover, questions are always encouraged, and welcome, as questions are a critical part of the learning process.

In-Class Project Information:

We will generally do an in-class exercise/project each time we meet (excluding test days and the days devoted to group presentations). This exercise will relate to the material we’re covering, and you will generally work in small groups to complete the exercise. I will drop your lowest exercise grade when I’m computing your final in-class score, so if you have to miss a day you are not automatically destroying your grade.

Group Presentations:

There is no way that I can get through all the possible topics in I-O in a 6-week summer course. As such, I want to give you a chance to learn about, and subsequently present a brief lecture on, an I-O topic that we wouldn’t otherwise cover. We will take part of the first class period to divide up into groups and choose topics from a list I’m going to pass out shortly. Groups will be 2-3 people; consistent with the increasing focus on teamwork in modern organizations, you’re going to get a little more practice in that skill for our class.

The presentations should be 15-20 minutes in length. They will cover key elements of the topic you’ve chosen based on the Aamodt text, other I-O texts, and the research literature. You will be expected to include information from at least 2 pieces of published research in a major journal (*Journal of Applied Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, Journal of Business and Psychology*, etc.) in your presentation. You will also provide three multiple choice questions to the class along with your presentation; the answers to these questions should be clear from
your presentation, but you should not simply say, “And here are the answers.” I will be using some of your multiple choice items when I write our final examination. If you absolutely cannot be present on the 7th, your group will probably end up presenting immediately prior to the final exam on the 9th. Try to avoid this option.

For the group presentations, you will be required to hand in the following to me. Not providing me with any of these items will result in the project being treated as late, and penalties will accrue until I receive all portions of the project (see “Late Penalties” below).

1. A full electronic copy of your presentation (this may be emailed to me).
2. A citation list which includes all the references you used in the creation of your presentation, in APA or MLA format. To see what APA reference style looks like, check the last page of this syllabus.
3. A copy of the multiple choice questions you wrote, along with the correct answers (remember, only the copy I get should have the answers marked; the copy you hand out in class should be the questions only).
4. Any other materials you believe might be useful to me in assigning your group a grade.

Missed Exams:

Makeup exams will ONLY be given for individuals who were unable to make the scheduled exam due to a documented illness or a documented family emergency. In order to schedule a make-up exam, I must be notified within 24 hours of the missed class. Provided the reason for your absence is legitimate, I will do my best to reschedule your exam to a more appropriate time. The 24-hour policy applies to all missed classes that might require/allow for makeup work. All makeup exams will be essay format. You have been warned.

Extra Credit:

During the semester, you will have the chance to turn in up to three extra credit assignments to enhance your exam grades. Each assignment can add up to five points to your overall grade (note that this is NOT five percentage points). Each assignment will consist of reading a journal article that is related to what we have discussed in class recently, and summarizing that article in one single-spaced, typed page using a normal size font. All extra credit assignments are due by the end of class on August 7. Please adhere to the following guidelines when submitting these extra credit assignments.

• The article must come from the Journal of Applied Psychology, Journal of Business and Psychology, or Personnel Psychology. Please do not submit magazine articles or articles from other journals.

• When summarizing the article, do not simply rewrite the abstract of the article that is provided with the article.

• As a part of your summary, you should include the following elements:
  1. A summary of the research questions or hypotheses being addressed by the study
  2. The methods used within the study to answer these research questions/hypotheses
  3. A summary of the findings of the study
  4. A description of how the findings of the study are important to I-O psychologists
Schedule of Course Topics (subject to change at my discretion):

<table>
<thead>
<tr>
<th>Aamodt Chapter</th>
<th>Date(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction to class</td>
<td>7/3</td>
</tr>
<tr>
<td>1. Historical Background of I-O Psychology</td>
<td>7/3</td>
</tr>
<tr>
<td>1. Research Methods in I-O Psychology</td>
<td>7/5</td>
</tr>
<tr>
<td>2. Criteria and Job Analysis</td>
<td>7/5, 10</td>
</tr>
<tr>
<td>4-5. Predictors: Psychological Assessments</td>
<td>7/10</td>
</tr>
<tr>
<td><strong>Exam #1: Chapters 1, 2, 4, 5</strong></td>
<td>7/12</td>
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<tr>
<td>3, 6. Personnel Selection</td>
<td>7/17</td>
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<td>8. Training and Development</td>
<td>7/19</td>
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<td>7. Performance Appraisal</td>
<td>7/24</td>
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<tr>
<td><strong>Exam #2: Chapters 3, 6-8</strong></td>
<td>7/26</td>
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<tr>
<td>13. Organizations and Work Teams</td>
<td>7/31</td>
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<tr>
<td>9. Employee Motivation</td>
<td>8/2</td>
</tr>
<tr>
<td>Group Presentations</td>
<td>8/7</td>
</tr>
<tr>
<td><strong>Final Exam: Chapters 9, 13, and Group Presentations</strong></td>
<td>8/9</td>
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**Academic Integrity:**

Cheating (using or attempting to use unauthorized materials in an academic exercise), fabrication (falsifying or inventing information), facilitating academic dishonesty (helping or attempting to help another commit an act of academic dishonesty), and plagiarism (representing the words or ideas of another as your own) will not be tolerated. If you have any doubt about whether you’re plagiarizing, ASK.

**Late Penalties:**

When you are given deadlines, these are not simply “good ideas.” Failure to meet deadlines will result in penalties being assessed, equivalent to 5% of the grade for the project that is due, per day the project is late (not counting weekends). A project is considered late if it arrives at my office after 9:30 p.m. on the day it is supposed to be in my hands. An additional 5% penalty is assessed every time another 9:30 p.m. marker is passed.

**Department of Psychology’s Mission Statement:**

In keeping with the Jesuit, Catholic, liberal arts tradition, the department of psychology educates students in the science of behavior and mental processes with sensitivity toward the diversity of all people so students may use psychological knowledge and insight to address human concerns.
List of Readings:

5 July (Research Ethics)


10 July (Criteria and Predictors)


17 July (Selection)


19 July (Training)


24 July (Performance Appraisal)


31 July (Groups & Teams)


2 August (Motivation)

No extra article. The non-lecture time in class has been set aside for you to work together on your presentations.