

NEW YORK UNIVERSITY - DEPARTMENT OF PSYCHOLOGY

Syllabus

Introduction to Industrial / Organizational Psychology

V89.0062 – Spring 2009

Lecture: Tuesdays and Thursdays, 2:00 – 3:15, 122 Meyer

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Purpose:

This course is designed to provide an overview of I/O Psychology including individual, group, and organizational issues resulting in enhanced understanding of the world of business and related career concerns.

Learning Objectives:

1. To introduce major topics and subspecialties including critical theory and research findings that have served to define the field of I/O psychology
2. To increase understanding of the complicated systems of individual and group psychological processes involved in the world of work
3. To connect the basic principles of Industrial / Organizational Psychology to Personnel and Human Resources management within organizations
4. To allow participants to explore ways in which individual career choices and work-life success can be improved through the benefits of I/O Psychology

Class Format:

The course will include some lecture due to the volume of information to be covered. A significant amount of discussion, group exercises, and in-class assignments will also be included to afford hands-on practice.

All students will be expected to participate in class (including role-playing, practice management exercises, personality assessments for career fit, etc.) to enrich the learning experience. These group format situations will also cover new and additional materials not covered in the main text which will also be required for grading purposes. Students should be comfortable speaking in front of the class, and participating in simulation as if in a job. Students are expected to be in attendance, and are responsible for any notes or assignments.

No audio- or video-taping of class sessions will be allowed without prior written permission. Cell phones, beepers, and laptop computers must be turned off prior to the start of class.

Required Text *:

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

* Additional readings may be assigned according to schedule, and as time permits.
Be prepared to discuss all text and additional readings during assigned class date.

Grading:

Course grades will be assigned based on the following:

<u>Activity</u>	<u>Weight</u>
Midterm Exam	25%
Final Exam	25%
Applied Project Paper	25%
Class Assignments / Participation	25%

Exams:

The exams will consist of multiple choice, and true-false questions taken from the text, readings, in-class exercises, lecture and discussion. The final exam will not be cumulative. If for any reason attendance will not be possible for an exam, alternative arrangements must be made and approved prior to the date of that exam.

Applied Project:

The applied project will require an applied research paper to be completed within the field of I/O. A final report should be typed, double-spaced, not to exceed 10 pages. Late papers will not be accepted unless prior approval has been granted. Papers will be evaluated on the basis of (1) quality; (2) depth of analysis; (3) organization and coherence; (4) creativity and problem solving; (5) analytical critique and evaluation.

Students are presumed to have completed a statistics course as a requirement for registration. Data collection and analysis will be needed to complete the project. Research is to follow, and to be reported using the APA Style manual on reserve.

Class Assignments / Participation:

To build understanding of I/O applications, requirements will be assigned in class. These will include instrument completion, informal interviews, and group exercises (e.g. teambuilding tasks). Results will be analyzed and discussed in class. As unique practical material will be covered in class, attendance is required for successful completion of the course requirements.

In order to prepare for the working world upon graduation, the course will simulate working conditions in organizations. This may involve stress, demanding supervision, teamwork, leadership skills, and conflict resolution. All students should be clear on expectations and difficulties to be encountered in relation to the significant rewards.

COURSE OUTLINE

<u>Date</u>	<u>Topics / Reading Assignments*</u>
Part I	FOUNDATIONS
1/20/09	Introduction, Overview, and Course Requirements
1/22/09	History, Background, and Essentials of I/O Psychology (Chapter 1)
1/27/09	I/O Psychology as a Science / Research Methods (Chapter 2)
1/29/09	Data Analysis and Interpretation (I/O interventions for problem solving)
Part II	INDUSTRIAL PSYCHOLOGY
2/03/09	Individual Differences (Chapter 3)
2/05/09	Using Assessments for Prediction
2/10/09	Job Analysis, Job Evaluation, and Employee Performance (Chapter 4)
2/12/09	Appraising Employees and Giving Feedback (Chapter 5)
2/17/09	Recruiting and Selecting Talent (Chapter 6)
2/19/09	The Legal Context of Hiring and Firing Employees
2/24/09	Foundations of Learning and Training Employees (Chapter 7)
2/26/09	Management and Executive Development
3/03/09	Mid-term review, mid-term exam preparation
3/05/09	Midterm exam
Part III	ORGANIZATIONAL PSYCHOLOGY
3/10/09	Employee Motivation (Chapter 8) Applied Project Proposal Due
3/12/09	Job Satisfaction and Commitment (Chapter 9)
3/17/09	Spring Break – No Class
3/19/09	Spring Break – No Class
3/24/09	Work Environment and Stress (Chapter 10)
3/26/09	Violence in the Workplace

3/31/09	Justice, Fairness and Diversity (Chapter 11)
4/02/09	Leadership (Chapter 12)
4/07/09	Executive Assessment and Succession Planning
4/09/09	Groups and Teams (Chapter 13)
4/14/09	Teambuilding
4/16/09	Theories of Organization, Climate and Culture (Chapter 14)
4/21/09	Employee Relations, Conflict and Negotiation Applied Project Paper Due
4/23/09	Organizational Development and Change Management
4/28/09	Ergonomics and Human Factors
4/30/09	Course Review, Integration, and Final Exam Preparation
5/12/08	Final Exam (2:00 p.m. – 3:50 p.m.)

* All chapter assignments refer to Landy & Conte (2007) *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*. Changes may be made to this syllabus as appropriate during the course of the semester. All readings must be completed before class to be discussed.

Notes

- If a student absolutely must miss a class, he or she is responsible for getting class notes from a classmate and completing assignments handed out.
- Students are expected to complete all exams and assignments on or before the day due. If a participant has a legitimate reason for missing a deadline or an exam, an ironclad excuse will be necessary. Official documentation (such as a note from a doctor or dean) may be required to substantiate absence or delayed submission. Do not schedule a flight before the final exam.
- Last minute illness or personal problems will not be acceptable, given preparation for exams and assignments should begin well in advance. Late assignments will not be accepted unless prior approval has been granted by the instructor or the T.A.
- Turn off phones, beepers, and laptops before coming to class - it is disruptive to other students and will not be allowed while class is in-progress. Part of the intent of class is to demonstrate the impact of concentration without interruption on work activities as expected by an employer.
- Attendance is required for all class sessions, as is active participation in all discussions and assignments, including group work, and presentations in front of the class.