

**Dr. Kathleen Mosier**

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Office Hours: M,W 3-4 or by appointment

Text: Dipboye, R. L., Smith, Carlla S., & Howell, W. C. (1994). *Understanding industrial and organizational psychology: An integrated approach*. TX: Harcourt Brace College Publishers.

**Course Objectives:**

- 1) To provide an overview of the fundamental theories and principles of industrial/ organizational psychology, and to illustrate how these theories are translated into practice within organizations.
- 2) To understand the importance of studying behavior at the individual, the group, and the organizational levels within organizations.
- 3) To provide students with an opportunity to evaluate their own preferences, strengths, and weaknesses, and how these may impact their own behavior within organizations.

**Tests and evaluation measures**

Final grades will be based on the following:

Exam 1 (October)	25%
Exam 2 (November)	25%
Exam 3 (Final - Dec. 13)	35%
Paper	15%

Instructions for the paper will be given at a later date. Papers will be due on **Nov. 22** (the day before Thanksgiving). Exams will primarily be based upon the material covered since the last exam, although students will be expected to be able to conceptually integrate previously covered material (e.g., in essay questions). Students will be able to earn up to 5% extra through excellent participation during lecture and discussion sections.

**Syllabus**

8/28 (Mon.)	Chapter 1. Psychology, Organizations, and Society
8/30 (Wed.)	Chapter 2. I/O Psychology as a Science
9/6 (Wed.)	
9/11 (Mon.)	Chapter 3. Work Motivation
9/13 (Wed.)	
9/18 (Mon.)	Chapter 4. Job Attitudes
9/20 (Wed.)	
9/25 (Mon.)	Chapter 5. Social Behavior in Organizations
9/27 (Wed.)	
10/2 (Mon.)	Chapter 6. Leadership in the Organization
10/4 (Wed.)	
10/9 (Mon.)	<b>Midterm</b> or guest speaker
10/11 (Wed.)	<b>Midterm</b> or guest speaker
10/16 (Mon.)	Chapter 8. Analyzing Work
10/18 (Wed.)	
10/23 (Mon.)	Chapter 12. The Work Context
10/25 (Wed.)	
10/30 (Mon.)	Human Factors (Reading TBD)
11/1 (Wed.)	Chapter 7. Organizational Stress
11/6 (Mon.)	
11/8 (Wed.)	<b>Midterm</b>
11/13 (Mon.)	Chapter 11. Training and Development
11/15 (Wed.)	
11/20 (Mon.)	Chapter 9. Performance Appraisal and Feedback
11/22 (Wed.)	
11/27 (Mon.)	Chapter 10. Staffing: Attraction, Selection, and Placement
11/29 (Wed.)	
12/4 (Mon.)	Chapter 13. Conclusions and Future Trends
12/6 (Wed.)	
12/13 (Wed.)	Final Exam 12:30-3:30