Bemidji State University

PSY 4357: Industrial and Organizational Psychology

A. COURSE DESCRIPTION

Credits: 4
Lecture Hours/Week: 0
Lab Hours/Week: 0
OJT Hours/Week: *.*
Prerequisites: None
Corequisites: None
MnTC Goals: None

Presentation and analysis of theoretical, technical, and applied aspects of psychology in work settings. Topics include: human resources activities (selection, training and evaluation of personnel), work motivation, job satisfaction, leadership, organizational structure, group/team communication, working conditions. Prerequisite: PSY 1100.

B. COURSE EFFECTIVE DATES: 08/01/2024 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Occupational Health Psychology/ Workplace Wellness
2. Criterion Measurement
3. Group Processes & Work Teams
4. Job Analysis
5. Job Attitudes
6. Leadership
7. Motivation
8. Performance Appraisal
9. Predictors
10. Selection Decisions & Personnel Law
11. Stress & Worker Well-Being
12. Training & Development
13. Equity in the workplace
D. LEARNING OUTCOMES (General)
   1. compare and contrast Industrial and Organizational Psychology
   2. describe how job analysis is important for positive work outcomes.
   3. describe and analyze empirically supported hiring practices.
   4. discuss the mechanisms necessary for job training.
   5. elaborate how employee motivation, satisfaction, and health are integral to workplace success.
   6. discuss different types of leadership, management, and teamwork and apply this to workplace success.
   7. describe interventions to reduce stress, spillover effects, and burnout.
   8. understand and describe the importance of laws and policies that protect vulnerable populations at work.
   9. imagine how the workplace can continue to adapt to a diversifying and changing workforce in an inclusive and equitable way.

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies
   None

F. LEARNER OUTCOMES ASSESSMENT
   As noted on course syllabus

G. SPECIAL INFORMATION
   None noted