

Anoka-Ramsey Community College

PSYC 2360: Industrial-Organizational Psychology

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites:

This course requires either of these prerequisites

PSYC 1110 - General Psychology (Minimum grade: 2.0 GPA Equivalent)

A score of 3 on test Advanced Placement Psychology

Corequisites: None

MnTC Goals: Goal 02 - Critical Thinking, Goal 05 - Hist/Soc/Behav Sci

(MnTC Goals 2 and 5)

Prerequisites: PSYC 1110 with a grade of C or better

This course will provide an introduction to Industrial and Organizational Psychology, a scientific discipline that studies human behavior in work and organizational settings. It examines the underlying mechanisms of an industry/organization as a "living" entity. We will discuss how individual and collective behaviors relate to such issues as effectiveness, communication, and motivation within organizations. Topics learned in the course include the psychology of personnel decisions, skill training & development, performance appraisals, leadership, management-employee relations, teamwork, occupational health, and the impact of technology and the environment on organizations.

B. COURSE EFFECTIVE DATES: 04/20/2018 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Criteria & job analysis: setting decision-making standards
2. Predictors: methods for assessing employees' characteristics
3. Personnel decisions: selecting, maintaining, promoting, and terminating employees
4. Training & development: improving employees' performance
5. Performance Appraisal
6. Motivation: finding the ways in which work can be meaningful and satisfying
7. Leadership: the nature of the leader vs. the led
8. Teams & Teamwork: making a whole more than the sum of its parts
9. Organizational Attitude and Behavior
10. Psychology of Occupational Health

D. LEARNING OUTCOMES (General)

1. Demonstrate knowledge of basic concepts and principles of I-O psychology
2. Understand the historical context in which I-O psychology has developed as a field of study
3. Understand the research methods employed in I-O psychology
4. Examine the empirical literatures in the field to carefully evaluate the quality of various theoretical approaches taken by I-O psychologists
5. Integrate psychological theories and organizational theories to evaluate the ways in which individual and collective behaviors in work and organizational settings are understood and explained
6. Examine the ways in which work and organizational environments can be improved (e.g., facilitating a fair treatment of employees and organizational members, making work more meaningful and satisfying, and increasing the cohesiveness and the productivity of employees and organizational members)
7. Demonstrate an overall ability to apply the principles of I-O psychology to one's own professional and personal life to enhance the quality of one's experience in workplace/organizational settings

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

Goal 02 - Critical Thinking

1. Gather factual information and apply it to a given problem in a manner that is relevant, clear, comprehensive, and conscious of possible bias in the information selected.
2. Imagine and seek out a variety of possible goals, assumptions, interpretations, or perspectives which can give alternative meanings or solutions to given situations or problems.
3. Analyze the logical connections among the facts, goals, and implicit assumptions relevant to a problem or claim; generate and evaluate implications that follow from them.
4. Recognize and articulate the value assumptions which underlie and affect decisions, interpretations, analyses, and evaluations made by ourselves and others.

Goal 05 - Hist/Soc/Behav Sci

1. Employ the methods and data that historians and social and behavioral scientists use to investigate the human condition.
2. Examine social institutions and processes across a range of historical periods and cultures.
3. Use and critique alternative explanatory systems or theories.
4. Develop and communicate alternative explanations or solutions for contemporary social issues.

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted