

PSYCHOLOGY 321-01, CRN: 22197
INDUSTRIAL PSYCHOLOGY
Spring 2013--TR—13:40--14:55
Location: MYBK 107

Instructor: Dr. C. Vincent Spicer
Office Location: 65 Coming Street, Room 210
Office Hours: Tuesday/Thursday 11:00 – 12:30
And by appointment
Phone: 953-6785
E-mail: spicercv@cofc.edu

COURSE MATERIALS

Required Textbook:

Levy, Paul E. (2013). *Industrial/Organizational Psychology 4th edition*. New York, NY: Worth Publishers.

Additional Readings: Organizational cases and/or research articles will be assigned throughout the semester and discussed in class.

COURSE DESCRIPTION

This course offers a broad description and examination of the psychology of behavior at work, including the major theories, their applications in the workplace, and research investigations of both. The course will examine job analysis, employee selection, employee training, the performance appraisal process, worker motivation, job satisfaction, communication in the workplace, group processes in the workplace, leadership and power, and work conditions. A thorough understanding of social scientific research methods and current psychological research findings are emphasized.

The class meetings will mainly consist of lectures and discussions. The lectures will be coordinated with the reading assignments. The most important information for a given topic will be presented in lecture and/or the textbook. Therefore, both attending the lectures and keeping up on the reading assignments will be essential for adequate performance in the course.

PREREQUISITE

Students must have completed Introduction to Psychological Science (Psychology 103).

ATTENDANCE

Students are expected to attend all regularly scheduled classes. More than two unexcused absences may result in the student being dropped from the class.

EVALUATION OF STUDENTS' PERFORMANCE

Exams: Five exams will be given over the course of the semester. Each exam will include objective and/or essay items. The exam items will be based on material covered both in reading assignments and in lectures. Each exam will be worth 100 points.

Make-up Exams: If you know that you are going to miss an exam, you must contact the instructor to make arrangements to take the exam **before** the scheduled time of the exam. If you miss an exam due to other reasons such as illness, you must deliver to the instructor a written medical excuse signed by a physician on official stationary. **Only students who miss an exam and have excusable reasons that can be documented (e.g., on a doctor's official stationary) will be allowed to take an alternative version of the exam (of equal length and difficulty to the regularly scheduled exam).**

GRADING

Students may earn up 500 regular points.

Exam I	-	100 points
Exam II	-	100 points
Exam III	-	100 points
Exam IV	-	100 points
Final Exam	-	100 points

Final grades for the course

A	=	93 – 100	4.0
A-	=	90 – 92	3.7
B+	=	87 – 89	3.3
B	=	83 – 86	3.0
B-	=	80 – 82	2.7
C+	=	77 – 79	2.3
C	=	73 – 76	2.0
C-	=	70 – 72	1.7
D+	=	67 – 69	1.3
D	=	63 – 66	1.0
D-	=	60 – 62	0.7
F	=	59 or less	0.0

I/O Psychology Websites

1. www.siop.org
The Society for Industrial and Organizational Psychology, Inc. This site contains career information, information on useful publications, annual conference information, etc.
2. www.apa.org
American Psychological Association. This site contains information concerning psychology in general, information about graduate programs, conferences, etc.
3. www.apa.org/students/brochure
This site contains information about career options in the field of psychology.
4. www.socialpsychology.org/io.htm
This site contains numerous links related to psychology, including I/O.

If there is a student in this class who has a documented disability and has been approved to receive accommodations through SNAP Services, please feel free to come and discuss this with me during my office hours.

COURSE SCHEDULE
(Subject to modification)

WEEK OF	TOPIC	CHAPTER
January 7	The History of I/O Psychology	Chapter 1
January 14	Research Methods in I/O Psychology	Chapter 2
January 21	Research Methods in I/O Psychology Job Analysis	Chapter 2 Chapter 3
January 28	EXAM I: Chapters 1, 2, and 3 Predictors	Chapter 6
February 4	Predictors Criterion Measurement	Chapter 6 Chapter 4
February 11	Criterion Measurement Performance Appraisal	Chapter 4 Chapter 5
February 18	Performance Appraisal EXAM II: Chapters 4, 5, and 6	Chapter 5
February 25	Selection Decisions and Personnel Law Training and Development	Chapter 7 Chapter 8
March 4	SPRING BREAK: NO CLASSES	
March 11	Motivation	Chapter 9
March 18	EXAM III: Chapters 7, 8, and 9 Job Attitudes: Antecedents and Consequences	Chapter 10
March 25	Job Attitudes: Antecedents and Consequences Group Processes and Work Teams	Chapter 10 Chapter 12
April 1	Group Processes and Work Teams	Chapter 12
April 8	Leadership	Chapter 13
April 15	Leadership EXAM IV: Chapters 10, 12, and 13	Chapter 13
April 22	REVIEW	

LAST DAY OF SPRING CLASSES: Wednesday, April 24th
FINAL EXAM: Tuesday, April 30th, 12:00pm – 3:00pm