

Industrial & Organizational Psychology

PSYX 492-01

Spring 2023

Credit Hours: 3

When: T/Th 10:30-11:45 AM

Where: SGC 119

Required reading: Industrial & Organizational Psychology 8e-Spector

Instructor = Dr. Ralph Barnes

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phone: (208) 792-2854

Office: Spalding 235

Office Hours: Tue 12-1; 2:20-2:50; Wed 10-11:30; Thur 1:50-2:50 (or contact me to make an appointment)

Tip: when sending me email, always include your name and course number.

Course Objectives

This course is intended to provide you with an introduction and general knowledge of the subfield of psychology known as Industrial/Organization (I/O) psychology. You will be expected to learn about both applied and research aspects of this subfield. That is, you will develop expectations of what it is like to work in the field of human resources as well as what it is like to be an I/O researcher.

Course Materials

Industrial & Organizational Psychology 8e-Spector

Additional readings may be provided on Canvas. When it comes to taking the exams and quizzes, you will be responsible for the material on these readings and the covered material in the textbook.

Some (not all) lecture notes will be posted on Canvas. I highly recommend downloading the notes to a computer, opening the files, and printing them out 3, 4, or 6 to a page (depending on how much additional notes you generally take). *Or* open the files in PPT and type additional content into the PPT files. **I will use Canvas extensively, so make sure to check it frequently for critical announcement, readings, etc.**

Attendance issues

I take attendance in the first two weeks because I am required to do so and report that information to the administration. Attendance records in first two weeks do not directly impact your grades and I do not take attendance after the first two weeks. However, class attendance is correlated with final grade: students that miss more classes tend to get lower grades.

In the first week of the semester, you should pick at least one or two classmates to be your 'lecture buddies'. You should exchange contact information with your lecture buddies. If you miss a day of lecture, then you can rely on their lecture notes and, if they miss a day of lecture, they can rely on your lecture notes.

Sequence of Lecture Topics*

1	Introduction & History of I/O
2	Job Analysis & Evaluation
3	Legal Issues in Employee Selection
4	Employee Selection: Recruiting & Interviewing
5	Employee Selection: References & Testing
6	Evaluation Selection Techniques
7	Evaluating Employee Performance
8	Employee Motivation
9	Group processes (gains & losses)
10	Properties of groups
11	Information transfer in groups
12	Mosquito study. Memory
13	Mosquito study. Social influence

***Sequence is subject to change and I may not get a chance to lecture over all topics**

Dates for evaluations, activities and assignments*:

Date	Evaluation, activity or event
Jan 29	Quiz 1: Spector Ch.03: Job Analysis
Feb 5	Quiz 2: Spector Ch.04: Performance Appraisal
Feb 12	Quiz 3: Spector Ch.05: Assessment methods for selection & placement
Feb 14	Exam 1 (covers lecture up until this point)
Feb 19	Quiz 4: Spector Ch.06: Selecting Employees
Feb 26	Quiz 5: Spector Ch.07: Training
Mar 5	Quiz 6: Spector Ch.08: Theories of Employee Motivation
Mar 5	Job Description
Mar 12	Quiz 7: Spector Ch.09: Job Attitudes & Emotions
Mar 12	Résumé
Mar 19	Quiz 8: Spector Ch.10: Productive & Counterproductive Behavior
Mar 21	Exam 2 (focuses on lecture from E1 to this point)
Mar 31	Quiz 9: Spector Ch.11: Occupational Health Psychology
Apr 7	Quiz 10: Spector Ch.12: Work Groups & Work Teams
Apr 21	Quiz 11: Spector Ch.13: Leadership and Power
May 9	Final Exam (in normal classroom) start time = 10:30 AM

***Note: dates are subject to change.**

Evaluation

Exams

Exams will cover the lecture (not textbook) and will contain essay questions. You will be provided with all potential essay questions at least 5 days prior to the exam. On the exam day, you will learn which of the potential essay questions are actually on the exam. Exams are closed notes, closed book. You can prepare for the exam open book, but then you have to use the knowledge in your head for the actual exam session. You must purchase and bring a Green Book (you can buy them at the LCSC bookstore) to all exams. All questions on these exams will come from primarily from lecture.

The final exam will be administered during finals week.

Makeup exams will be given only for *extenuating* and *documented* circumstances. If you must miss an exam, notify me in advance to schedule a make-up exam (notifying me 4 days ahead of time is better than notifying me 4 minutes ahead of time). Notification of absence should be given prior to the exam, but under no circumstances should it be given any later than the class period following the exam. *If notification of absence is given after the exam, you must have a valid reason for not notifying me prior to the exam in regards to the absence.* A valid reason for missing an exam must be presented and documentation may be required. Make up exams may contain a mix of essay and multiple-choice questions.

Quizzes

All quizzes will be administered through Canvas. Eleven quizzes will be administered throughout the semester. Each quiz will contain 10 multiple-choice items and each quiz will be worth 30 points. You can drop the lowest 3 of your 11 quiz scores. Because you can drop 3 quiz grades, there will be *no make-up quizzes* (even if you missed a quiz for a good reason (e.g. your pet ferret ate your grandmother's left leg off, and you had to rush her to a hospital. Your grandmother. Not your ferret).

Job Description

You will learn the specifics of this written assignment over the course of the semester. This assignment will be worth 40 points and must be submitted in digital format (pdf or MS Word preferred) to Canvas.

Résumé

See the Canvas for the specifics of this written assignment. This assignment is worth 30 points and must be submitted in digital format (MS Word or pdf) to Canvas.

Grades

A student can accumulate up to a total of 610 points in this course. The point distribution is below:

Course element	Points	% of final grade
Job Description	40	~6.6
Résumé	30	~4.9
Quizzes (8)	240 (8 x 30)	~39.3
Midterms (2)	200 (2 x 100)	~32.8
Final exam	100	~16.4
Total	610	100

A standard grading scale is presented below. However, I reserve the right to apply a curve to the grades at the end of the semester. If I use a curve, it will either benefit or have no effect on the grade on any given student. No students will go down a grade because of a curve.

Standard grading scale:

Grade	Percent	Minimum points needed for grade
A	93+	568
A-	90-92.99	549
B+	87-89.99	531
B	83-86.99	507
B-	80-82.99	488
C+	77-79.99	470
C	70-76.99	427
D+	67-69.99	409
D	63-66.99	384
D-	60-62.99	366
F	<60	

Some Important Dates

Date	Event
Jan 17	First day of classes
Jan 23	Last day to register/add online w/out signatures. Last day to pay without late fees
Jan 30	Last day to drop w/out a 'W' grade
Feb 20	President's Day (no classes)
Mar 27-31	Spring Break (no classes)
April 6	Last day to drop with a 'W' grade
Apr 10	Priority Registration for FA 2023 begins
Apr 14	Open registration for FA 2023 begins
May 5	Last day of lectures
May 8-11	Final exam week

A note to persons with disabilities. If you need course accommodations because of a disability, if you have emergency medical information to share with me, or if you need special arrangements in case the building must be evacuated, please make an appointment with me as soon as possible. My office location and office hours are printed above.

Diversity Vision Statement: Regardless of race, color, age, sex, religion, national origin, disability, veteran status, or sexual orientation, you will be treated and respected as a human being.

Athletes

There is an exception to the rule that there are no quiz make-ups. Athletes will not be penalized for participation in scheduled away games. Athletes may also take make up exams for any exam that conflicts with a regularly scheduled game or meet. See me if you have any questions regarding this.

Academic Misconduct

Academic misconduct (which includes such things as cheating and plagiarism) is taken very seriously. Students involved in academic misconduct may receive a failing grade for the entire course. For LCSC policy on plagiarism, you should check out the following URLs:

<https://www.lcsc.edu/student-affairs/student-code-of-conduct/prohibited-conduct> and <https://www.lcsc.edu/student-affairs/student-code-of-conduct/disciplinary-procedure>

COVID-19

WEARING MASKS IN CLASSROOMS IS OPTIONAL (true as of 2022/08/12)

Individuals are encouraged to wear a mask if they feel more comfortable doing so but, with the exception of requirements associated with specific internship or clinical experiences, wearing a mask at LCSC will not be required.

The details about LCSC's mask policy can be found at <https://www.lcsc.edu/coronavirus>

If, however, if shit hits the fan (figuratively, not literally) in terms of COVID-19 the policy will likely change.