INTRODUCTION TO INDUSTRIAL / ORGANIZATIONAL PSYCHOLOGY
U09 214 PSYCH

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Conference Hours: Before or after class or by appointment

Term Dates: August 28 – December 20, 2017
(see attached schedule of class meeting times)
Meeting Times: Wednesdays 6:00-8:30 pm
Location: Eads Building, Room 16.

Course Description: This course provides students with an understanding for how organizations use the theories and principles of psychology to recruit, hire, train, motivate and reward workers. It explores the application of research findings in the field of psychology and other behavioral sciences to the issues and problems of the workplace. Students will learn why organizations need valid employee selection and training systems, competitive and rewarding employee motivation systems, empowered leadership models, and effective organizational communication and development programs. Industrial/organizational psychology provides an understanding for how structures, systems and processes of the organization can be optimized to leverage the full potential of the individual workers and how workers benefit in return.

Course Objectives: The objectives of the course are to provide an understanding of the application of psychology to workplace issues. More specifically:

• To link psychological research, findings, and methods to workplace issues.
• To provide students with frameworks and tools for better understanding themselves as workers, co-workers, jobs, and working environments, and how these may interact in different situations
• To provide potential strategies for individual career development, job effectiveness, workplace or productivity improvement, and team or organizational interventions.


Industrial/Organizational Psychology: An Applied Approach, 8th Edition
Michael G. Aamodt

Required Workbook: Must have hard copy of workbook. Must be 8th edition.

I/O Applications Workbook for Aamodt's Industrial/Organizational Psychology: An Applied Approach, 8th Edition
ISBN10: 1-305-50076-8
Where to buy or rent course materials:
Many choices for purchasing or renting including Wash U. Campus Bookstore; the publisher; Amazon, other on-line book retailers etc. Click on the following link for the publisher’s website:

Textbook publisher's website

Learning format to be used for this course: The format for the classes in this course will be primarily lecture and student discussion, with a number of in-class activities and homework assignments.

Grading
1. Your final grade will be the percentage of possible points that you accumulate out of the total possible points on four examinations, in-class participation for every class, and homework assignments for every week.
2. Lectures will use a discussion format and students are encouraged to learn while talking and expressing their ideas.
3. Blackboard will be used for posting assignments and for inter-class learning discussions.
4. Homework will require reading, on-line research, and activity based exercises.
5. Exams will be newly created each semester and be based on class lectures and text material. (Don’t waste your time trying to locate old tests from previous semesters). Examinations will take place in-class on scheduled dates. If you have a schedule conflict for an examination date, please let me know as soon as possible. No makeup tests will be given without an honest and important reason. The final examination will be given during the last class on Dec. 17. It will be comprehensive final examination covering all material presented throughout the semester.

As a rough guide for grading, use the following percentages:
(A+ = 98-100%) (A = 93-97%) (A- = 90-92%) (B+ = 88-89%) (B = 83-87%) (B- = 80-82%) (C+ = 78-79%) (C = 73-77%) (C- = 70-72%) (D+ = 68-69%) (D = 63-67%) (D- = 60-62%) (F = anything < 60%)

Class Requirements
• Attendance and active class participation. You will be expected to attend and participate in all classes; Participation implies discussing course information, sharing observations, asking questions, and participating in class exercises. Missing one class will not affect your grade providing you complete the homework assignment. Missing additional classes will cause a decrease in “participation points” resulting in lowering your grade. Each class will begin with one or more students presenting the key learning outcomes from the previous class and the learning goals of the present class. This oral exchange is intended to increase class purpose and focus.
• Blackboard will serve as the key on-line communication resource for students. Assignments will be posted and discussion blogs will be used to encourage dialogue and shared learning.
• Textbook readings and workbook assignments. Complete assigned textbook readings and workbook assignments prior to class meeting times. Completing the weekly assignments is also critical to a) understanding the material, b) participating in class discussion, and c) doing well on the exams.
• **Homework.** There will be weekly activities and assignments to further encourage learning achievement. Typically there will be several assignments taken from the textbook and workbook or involve on-line research linking our textbook with other material. Each week’s homework assignment is due prior to the start of the next class. Assignments not completed on time will be penalized 10% per class period that it is late. This rule is intended to keep you from falling behind. Keep up with the weekly assignments, come to class eager to learn, and you will have no trouble receiving a high grade in this class.

• **Examinations.** Examinations will consist of multiple choice format questions based on the content of the book and short answer essay questions from the weekly lectures. The final exam will be a comprehensive covering of all material.

• **Academic Integrity:** Please be advised that academic integrity is taken very seriously. Violation of the Code of Student Conduct may result in (1) a grade of “F” being assigned to the student, and (2) the matter being immediately referred to the Department Chair, Academic Dean, and Vice Chancellor for student affairs. This includes plagiarism, which is the use of another person’s words or ideas without crediting that person. Plagiarism and cheating will not be tolerated.

• **Disability Resources:** Students requiring special accommodations should arrange to meet with me during the first two weeks of school so we can discuss how to meet your needs this semester. Prior to our meeting be sure you have met with someone in Disability Resources, part of Washington University’s Cornerstone: Center for Advanced Learning (http://cornerstone.wustl.edu/DisabilityResources/AboutDisabilityResources.aspx)

• **All University College academic policies and procedures apply.** The syllabus and terms of this course, including grading, may change if necessary at the discretion of the instructor. Considerations of fairness will be equally applied for all students.
# Class Agenda

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<tr>
<th>Date</th>
<th>Topic</th>
<th>Textbook Assignment</th>
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<tbody>
<tr>
<td>Class 1: Aug. 28</td>
<td>Introduction to Industrial/Organizational Psychology</td>
<td>Chapter 1 reading due, prior to coming to 1st class</td>
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<td>Sept. 4</td>
<td>Labor Day Holiday – No class</td>
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<td>Class 2: Sep. 11</td>
<td>Research and design</td>
<td>Ch 2. reading due</td>
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<td>Class 3: Sep. 18</td>
<td>Job analysis and legal issues in employee selection</td>
<td>Ch. 3 reading due</td>
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<tr>
<td>Class 4: Sep. 25</td>
<td><em>Exam 1</em> Post exam topic: Employee recruitment and selection</td>
<td><em>Ch. 1-3</em> Ch 4-5 reading due</td>
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<td>Class 5: Oct. 2</td>
<td>(continued)</td>
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<td>Class 6: Oct. 9</td>
<td>Employee Selection</td>
<td>Ch. 5-6 reading due</td>
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<td>Oct. 16</td>
<td>Fall Break – No class</td>
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<td>Class 7: Oct. 23</td>
<td>Evaluating employee performance Designing and evaluating training programs</td>
<td>Ch. 7-8 reading due</td>
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<td>Class 8: Oct. 30</td>
<td><em>Exam 2</em> Post exam topic: Employee motivation</td>
<td><em>Ch. 4- 8</em> Ch 9 reading due</td>
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<td>Class 9: Nov. 6</td>
<td>Employee satisfaction and commitment</td>
<td>Ch. 10 reading due</td>
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<td>Class 10: Nov. 13</td>
<td>Organizational communication</td>
<td>Ch. 11 reading due</td>
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<td>Class 11: Nov. 20</td>
<td>Leadership and management style</td>
<td>Ch. 12 reading due</td>
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<td>Class 12: Nov. 27</td>
<td><em>Exam 3</em> Post exam topic: Group dynamics and organizational behavior</td>
<td><em>Ch. 9-12</em> Ch. 13 reading due</td>
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<td>Class 14: Dec. 4</td>
<td>Organizational development</td>
<td>Ch. 14 reading due</td>
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<td>Class 15: Dec. 11</td>
<td>Work environment: health, safety, stress</td>
<td>Ch. 15 reading due</td>
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<tr>
<td>Class 16: Dec. 18</td>
<td><em>Exam 4 (Comprehensive)</em></td>
<td><em>Ch. 1-15</em></td>
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