

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

(NOTE: This class is NOT offered for graduate credit)

Instructor: Ali Alhakami
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Office Hours: Tuesdays and Thursdays 2:30 - 3:30
and by appointment

I. Course Objective:

The goal of this course is to provide an overview of industrial/organization psychology. We will review the empirical and theoretical foundations of the field and the applications of psychological theories in work setting. Formal topics include prediction in industrial setting, measurement and evaluation of work performance, personnel decision making, work motivation and satisfaction, leadership and management, quality of working life and designing work for people.

The class will also discuss some applied problems and will participate in several exercises and demonstrations aimed to illustrate the relevance of psychological theories to work setting.

II. Required Text: F.J. Landy, Psychology of work behavior. Fourth Edition.

III. Course Requirements

1. Three quizzes (25% each)
2. Homeworks, attendance and participation in class discussions and exercises (25%)

IV. Preliminary Class Schedule

Date	Topic	Readings
1/9	Introduction History of I/O Psych	Ch 1
1/11	Methods of I/O Psych	Ch 2
1/16	Predictions in Industrial Setting	Ch 3
1/18	Job analysis and the measurement of performance	Ch 4
1/23	Judgmental measures of performance	Ch 5
1/25	Tests & testing techniques	Ch 6
1/30 QUIZ I --- covers Ch 2, 3, 4, 5, 6, and class notes		
2/1	Interviews and other predictors	Ch 7
2/6	Personnel decisions	Ch 8 + readings
2/8	Personnel decisions	Ch 8
2/13	Personnel training	Ch 9
2/15	The motivation to work	Ch 10 + readings
2/20 QUIZ II --- covers Ch 7, 8, 9, 10 + readings and notes		
2/22	Job satisfaction	Ch 11
2/27	Leadership and managerial decision making	Ch 12 + readings
3/1	Work and well being	Ch 14
3/6	Designing work for people	Ch 15
3/8	The Org. of behavior	Ch 13
3/13 8:00 am QUIZ III --- covers Ch 11, 12, 13, 14, 15, readings and notes		