COURSE TITLE: Organizational and Industrial Psychology

COURSE NUMBER: PSY 302

I. RATIONALE:

The purpose of this course is to enable the student to understand how psychology can be applied to industrial organizations to enhance both the individual and total organization productivity.

As Psychology professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about trauma from different perspectives, may bring about unexpected and unsettling reactions. Responses to trauma are often strategies that survivors have developed to keep themselves safe, and therefore really reflect strength and resiliency. Recognizing how trauma impacts anyone is an important part of skill building for creating trauma-informed services and systems. Please do not hesitate to contact the instructor at any time during the course if you would like to discuss, privately, your reactions to the content we are reviewing and/or the discussions we are having.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Appreciate the role of psychology in understanding workers, organizations and the workplace.

Learning Outcomes: The student will:

A-1 Define I/O psychology.
A-2 Identify and explain the role of I/O psychology in the workplace.
A-3 Identify and explain research methods used in I/O psychology.

GOAL B:
Demonstrate understanding of I/O psychology in the development of human resources (individual employee).

Learning Outcomes: The student will:

B-1 Identify preferred practices for employee selection.
B-2 Explain the use and limits of psychological tests for employee assessment.
GOAL C:
Understand the application of psychological principles to the organization.

**Learning Outcomes:** The student will:

C-1 Identify and explain various theories of leadership and leadership styles.
C-2 Describe concepts of motivation, job satisfaction and job involvement.
C-3 Identify organizational style including bureaucratic and participatory.
C-4 Explain the relationship of individuals to groups and organization and their impact on each other.
C-5 Describe change in an organization (organizational development).
C-6 Identify ethical issues related to an organization’s functioning

GOAL D:
Show an awareness of the characteristics of the workplace.

**Learning Outcomes:** The student will:

D-1 Describe current and changing workplace conditions including physical, psychological, and social factors.
D-2 Identify safety, violence and health issues in the workplace.
D-3 Explain stress and its development in the workplace.

GOAL E:
Use appropriate written and oral communication skills.

**Learning Outcomes:** The student will:

E-1 Communicate information orally in a logical and grammatical manner.
E-2 Present written information using standard APA style.