

**Texas A&M University-Texarkana**  
Summer 2012

Instructor: Brandy Moore, Ph.D.	Psychology 404: Industrial Psychology
Phone: (903) 334-6627	Section 001 CRN: 40045 Credit Hours: 3
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The FASTEST way to reach me is: [bmoore@tamut.edu](mailto:bmoore@tamut.edu)

**Prerequisite:** General Psychology

**Required Textbook:** Psychology Applied to Work: an Introduction to Industrial and Organizational Psychology, 10th ed., Muchinsky, Paul M. (2011). ISBN: 978-0-578-07692-8, Hypergraphic Press, Inc.; E-book is available from: [www.hypergraphicpress.com](http://www.hypergraphicpress.com)

**Course Description:** Examines the person in industrial/organizational system processes including recruitment, selection, promotion, training, performance appraisal, job satisfaction, work motivation, leadership, communication, job design, union/management relations, work conditions, human factors, and workplace ergonomics.

**Course Goals and Course Goals and Student Learner Outcomes**

**The Expected Input:** This course is designed to make you think. Students MUST read the assigned chapters. Class participation is part of the learning process, and students will be required to post on the discussion board. Students are expected to connect theoretical principles to live experience and observation and to critique the subject matter. In situations in which one person disagrees with another's opinion, respect for ideas is to be maintained. No one expects that beliefs held on one day will be the same as those held on another - it is anticipated that ideas about industrial psychology by each student will change throughout the course. That is, our knowledge about industrial psychology will develop

**Course Goals and Student Learner Outcomes**

**The Expected Outcome:** The goal of this course is to help students become comfortable discussing the topics raised in the proposed materials. Upon completing the course, students will:

1. Understand how industrial/organizational psychology relates to the profession of psychology and the world of work.

2. Understand the process and legal context of making personnel decisions, the factors that determine their quality and the ethical implications.
3. Understand the major theories of work motivation, organization, job satisfaction, work groups, and leadership as they relate to work.
4. Understand the effect of work stress on the individual including anti-social behavior in organizations, mergers/downsizing, and cross-cultural issues.
5. Understand the three major dimensions of change: individual, work, and society.

**Attendance Policy:** Students must log on each week. If a serious illness or problem should arise, please contact me as soon as possible. If a student does not drop him/herself before the drop date, s/he receives an "F" in the course.

**Getting Started:** You should first view my introduction video. It will help you navigate blackboard and give you important information about the class. Here is where you will find this video. Click the "Class Material is Here" link. Then click the picture of Dr. Moore to view the video.

The screenshot displays a Blackboard course interface. On the left, a navigation menu for the course 'PSY404.01W - Industrial Psychology (Summer I 2012 - Moore)' is visible. The 'Class Material is Here' link is circled in red. The main content area has a yellow header with a folder icon and the text 'Class Material is Here'. Below this, a video player titled 'Dr. Moore's Introduction Video' is shown. The video content includes a woman (Dr. Moore) and text overlays: 'Welcome to Dr. Moore's Online Class' and 'Please click here to view Dr. Moore's introductory video.'

## Grade Requirements:

Grades are not given by the instructor, but earned by the student. Grades are non-negotiable and are strictly based on the performance of:

1. **Exams:** (400 points). There will be 4 exams during the course of the semester. They will be worth 100 points each will consist of 50 multiple choice questions. Permission to take tests at times other than those stated will be given **ONLY** in those situations deemed extraordinary by the instructor, and only **BEFORE** the test. Students who do not take the tests when scheduled and do not receive approval to take a make-up test receive a **ZERO** for the missed test.

### WHAT DO I DO IF I HAVE A PROBLEM WITH THE EXAM?

It is suggested that students take the exams in the library. You will have fewer problems with blackboard. If you have a problem with the exam, contact Dr. Moore IMMEDIATELY: [bmoore@tamut.edu](mailto:bmoore@tamut.edu)

### \*\*\*How to avoid problems with exams\*\*\*

Take the exam ON CAMPUS, in the library, on a library computer.

2. **BIO:** (25 points). By the end of week 1, post a brief bio about yourself on the blackboard discussion board. See the picture inserted on the previous page. The "Discussion Board" link is right below the "Class Material is Here" link.
3. **Discussion Board Case Studies:** (375 points). There are five (5) Discussion Questions/Case Studies posted to the Discussion Board throughout the semester (50 points each). The dates of opening and closing are posted IN THIS SYLLABUS and in the Discussion Board. Students must answer the question as assigned, post their answer to the Discussion Board. Students must respond to two (2) of their classmates posts for EACH discussion topic (12.5 points each). These questions create an on-line asynchronous discussion that is ongoing through the semester. A rubric can be found in the "Class Material is Here" folder.

## Discussion Format:

Discussions should be in 5 paragraph essay format. Go here if you do not know how to write a 5 paragraph essay:

[http://grammar.ccc.commnet.edu/grammar/five\\_par.htm](http://grammar.ccc.commnet.edu/grammar/five_par.htm)

(Or review your notes from English Composition class, as that class should have prepared you to write these types of essays.)

**Grade Calculation:** The last page of your syllabus contains a place to log your grades and instructions for calculating them.

**Late assignments are not accepted. Don't ask.**

**Grading Scale:**

A = 720-800	C = 560-639.9	F = 479.9 and below
B = 640-719.9	D = 480-559.9	

**General Rules:**

1. Respect other people's opinions in a discussion/chat session. Do not try to dominate the class. While being critical, try to be open-minded and flexible. Enjoy the learning process.
2. Do your own work. Students caught collaborating, plagiarizing, or cheating will receive an F for the course.

**Academic Dishonesty and Plagiarism:** Academic honesty is expected of students enrolled in this course. Cheating on examinations, unauthorized collaboration, falsification of research data, plagiarism, and undocumented use of materials from any source, constitute academic dishonesty, any may be ground for a grade of "F" in the course and/or disciplinary actions. For additional information, see the university policy manual.

**Disability Accommodation:** Students with disabilities may request reasonable accommodations through the A&M-Texarkana Disability Services Office by calling 903-223-3062.

**A&M-Texarkana Email Address:** Upon application to Texas A&M University-Texarkana an individual will be assigned an A&M-Texarkana email account. This email account will be used to deliver official university correspondence. Each individual is responsible for information sent and received via the university email account and is expected to check the official A&M-Texarkana email account on a frequent and consistent basis. Faculty and students are required to utilize the university email account when communicating about coursework.

**Extenuating Circumstances:** These are serious factors outside a student's control, and may hinder a student's ability to perform to the best of his/her ability. They should be brought to the professor's attention as soon as possible and will be handled on an individual basis.

*Note: The instructor reserves the right to make any changes in the syllabus that she deems necessary at any time throughout the semester.*

## Class Schedule and Assignments

Week 1	
Wed June 6	<ol style="list-style-type: none"> <li>1. Post Bio</li> <li>2. Read Chapter 1</li> <li>3. Send Dr. Moore any questions you may have regarding this class. Is there something you do not understand? Ask now: bmoore@tamut.edu</li> </ol>
Thursday June 7	<ol style="list-style-type: none"> <li>1. Continue work from yesterday</li> <li>2. Read Chapter 3</li> </ol>
Friday June 8	Read Chapter 4
Week 2	
Monday June 11	<ol style="list-style-type: none"> <li>1. Post your answer to Discussion 1 on the Discussion board by MIDNIGHT tonight. See the rubric. This MUST be a 5 paragraph essay.</li> <li>2. Read Chapter 5 (pages 138-146 only)</li> </ol>
Tuesday June 12	Respond to at least 2 of your peers' discussion postings by 7:00 a.m. tomorrow morning
Wednesday June 13	<ol style="list-style-type: none"> <li>1. Read people's responses to the discussion postings. Ask any questions you may have. Is there anything you don't understand after doing these assignments? Help your peers if you understand something they did not.</li> <li>2. Study for Exam 1. It covers all the material until now. (Chapters 1,3,4, 5 pgs 138-146). It will be 50 multiple choice questions. You will have 50 minutes to complete the exam. Take the exam in the library or student success center to ensure that you do not have any problems!</li> </ol>
Thursday June 14	Exam 1 - This exam is online from 7 a.m. today until 7 a.m. tomorrow morning.

Friday June 15	Begin reading Chapters 6-8.
<b>Week 3</b>	
Monday June 18	Finish reading Chapters 6-8
Tuesday June 19	Post your Discussion Question 2 on blackboard by MIDNIGHT tonight. Remember that this must be a 5 paragraph essay.
Wednesday June 20	Respond to at least 2 of your peers' discussion postings by 7:00 a.m. tomorrow morning.
Thursday June 21	<ol style="list-style-type: none"> <li>1. Read people's responses to the discussion postings. Ask any questions you may have. Is there anything you don't understand after doing these assignments? Help your peers if you understand something they did not.</li> <li>2. Study for Exam 2. It covers chapters 6-8. It will be 50 multiple choice questions. You will have 50 minutes to complete the exam. Take the exam in the library or student success center to ensure that you do not have any problems!</li> </ol>
Friday June 22	Study for Exam 2. It covers chapters 6-8. It will be 50 multiple choice questions. You will have 50 minutes to complete the exam. Take the exam in the library or student success center to ensure that you do not have any problems!
<b>Week 4</b>	
	<b>NOTE: A LOT of work is due THIS WEEK</b> But there aren't any major papers like term papers due for this class ☺
Monday June 25	<ol style="list-style-type: none"> <li>1. Exam 2 - This exam is online from 7 a.m. today until 7 a.m. tomorrow morning.</li> <li>2. Read Chapters 9 &amp; 10</li> </ol>
Tuesday June 26	<ol style="list-style-type: none"> <li>1. Post your Discussion Question 3 on blackboard by MIDNIGHT tonight. Remember that this must be a 5 paragraph essay.</li> <li>2. Read Chapter 11</li> </ol>

Wednesday June 27	<ol style="list-style-type: none"> <li>1. Post your Discussion Question 4 on blackboard by MIDNIGHT tonight. Remember that this must be a 5 paragraph essay.</li> <li>2. Respond to at least 2 of your peers' discussion postings (Discussion 3) by 7:00 a.m. tomorrow morning.</li> </ol>
Thursday June 28	<ol style="list-style-type: none"> <li>1. Respond to at least 2 of your peers' discussion postings (Discussion 4) by 7:00 a.m. tomorrow morning.</li> </ol>
Friday June 29	<ol style="list-style-type: none"> <li>1. Read people's responses to the discussion postings. Ask any questions you may have. Is there anything you don't understand after doing these assignments? Help your peers if you understand something they did not.</li> <li>2. Study for Exam 3. It covers chapters 9-11. It will be 50 multiple choice questions. You will have 50 minutes to complete the exam. Take the exam in the library or student success center to ensure that you do not have any problems!</li> </ol>
Week 5	
Monday July 2	<ol style="list-style-type: none"> <li>1. Exam 3 -This exam is online from 7 a.m. today until 7 a.m. tomorrow morning.</li> <li>2. Read Chapter 12</li> </ol>
Tuesday July 3	Post your Discussion Question 5 on blackboard by MIDNIGHT tonight. Remember that this must be a 5 paragraph essay.
Wednesday July 4	No Class
Thursday July 5	<ol style="list-style-type: none"> <li>1. Read Chapters 13 &amp; 14</li> <li>2. Respond to at least 2 of your peers' discussion postings (Discussion 3) by 7:00 a.m. tomorrow morning.</li> </ol>
Friday July 6	<ol style="list-style-type: none"> <li>1. Continue Reading Chapters 13 &amp; 14</li> <li>2. Read people's responses to the discussion postings. Ask any questions you may have. Is there anything you don't understand after doing these assignments? Help your peers if you understand something they did not.</li> <li>3. Study for Exam 4. It covers chapters 12-14. It will be 50 multiple choice questions. You will have 50 minutes to complete the exam. Take the exam in the library or student success center to ensure that you do not have any problems!</li> </ol>

<b>Week 6</b>	
Monday July 9	Study for Exam 4. It covers chapters 12-14. It will be 50 multiple choice questions. You will have 50 minutes to complete the exam. Take the exam in the library or student success center to ensure that you do not have any problems!
Tuesday July 10	Exam 4 -This exam is online from 7 a.m. today until 7 a.m. tomorrow morning.

### FINAL GRADE CALCULATIONS

Students often get confused when calculating their grades. They see the number of points they have and look at the number they need to get an A. If you have only completed your Bio (25 points), Exam 1 (100 points), and Discussion 1 (75 points), then you add  $25 + 100 + 75$  to get 200 points. You take the number of points you have accumulated and divide that number by 200. That gives you your grade.

Keep up with your grades here:

	Record your Scores below:					Total points
Bio (25 pts)	1.					
Discussions (50 pts each)	1.	2.	3.	4.	5.	
Responses (12.5 pts each)	1.	2.	3.	4.	5.	
	1.	2.	3.	4.	5.	
Exams (100 pts each)	1.	2.	3.	4.		
			Add your total points and put the answer here ----->			