

Texas A&M University-Texarkana
Fall 2012

Instructor: Brandy Moore, Ph.D.	Psychology 404: Industrial Psychology
Phone: (903) 334-6627	Section 001 CRN: 80230 Credit Hours: 3
Email: bmoore@tamut.edu	Day/Time: Web Only
Office: UC201	Room: Online
Office Hours: Monday: 1:15 - 3:30 p.m. Tuesday: 2:15 - 2:45 p.m.; 5-7; 9:45-10 p.m. Wednesday: 9:45 a.m. - 11:45 a.m.; 1:15 - 3:45 p.m. Thursday: 2:15 - 2:45 p.m.	

The FASTEST way to reach me is: bmoore@tamut.edu

Prerequisite: Psych 2301 - 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

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.

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:** (500 points). There will be 4 exams during the course of the semester and one cumulative final exam. They will be worth 100 points each will consist of 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?

If you have a problem with the exam, contact Dr. Moore **IMMEDIATELY**: bmoore@tamut.edu - - If your exam kicks you out and won't let you finish, a make-up exam will have to be given. I will have to make an announcement online to tell the other students to not touch the make-up exam. (I've had some issues in the past with people - who were not supposed to take it - taking it and then saying they want the higher grade.) This announcement will have to be placed after the exam time period ends. Then enough time (2 work days) will have to be given to ensure all students see the announcement and know not to take your make up.

2. **BIO:** (25 points). By the end of week 1, post a brief bio about yourself on the blackboard discussion board.
3. **Discussion Questions and Case Studies:** (400 points).
Each week, Discussion Questions/Case Studies will be posted to the Discussion Board (15 points each - 16 in all). Students must answer the questions as assigned and post their answers to the Discussion Board. Students must respond to two (2) of their classmates posts for EACH discussion topic (5 points each).

Discussion Format:

THOROUGHLY answer questions for full credit. THOROUGHLY REPLY to your classmates for full credit. If you do not receive full credit, you will receive a message from Dr. Moore stating why points were deducted.

NOTE: Discussions are automatically removed at the time they are due. If you would like to be able to review them for a later date (i.e., to study for exams), you must print them. They are removed, because:

Late assignments are NOT accepted.

Grading Scale:

832.5 - 925 points = A 740 - 832.4 points = B 647.5 - 739.9 points = C
555 - 647.4 points = D 0 - 554.9 points = F

Add the number of points you have, and look here to find your FINAL grade. To calculate the grade you have before the final, add all the points you have and divide that number by the number of points possible.

General Rules:

1. Respect other people's opinions in a discussion/chat session. While being critical, try to be open-minded and flexible. Enjoy the learning process. Grades will be lowered (1 letter grade per instance) for attacking others for their opinions. This is a professional environment.
2. Do your own work. Students caught collaborating, plagiarizing, or cheating will receive an F for the course.
3. DO NOT send any message to the ENTIRE class WITHOUT MY PRIOR APPROVAL. Doing so will result in an automatic 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.

University Drop Policy: To drop this course after the 12th class day, a student must complete the *Drop/Withdrawal Request Form*, located on the University website (<http://tamut.edu/Registrar/droppingwithdrawing-from-classes.html>) or obtained in the Registrar's Office. The student must submit the signed and completed form to the instructor of each course indicated on the form to be dropped for his/her signature. The signature is not an "approval" to drop, but rather confirmation that the student has discussed the drop/withdrawal with the faculty member. The form must be submitted to the Registrar's office for processing in person, email (Registrar@tamut.edu), mail (P. O. Box 5518, Texarkana, TX 75505) or fax (903-223-3140). Drop/withdraw forms missing any of the required information will not be accepted by the Registrar's Office for processing. It is the student's responsibility to ensure that the form is completed properly before submission. If a student stops participating in class (attending and submitting assignments) but does not complete and submit the drop/withdrawal form, a final grade based on work completed as outlined in the syllabus will be assigned.

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.

Class Schedule and Assignments

Note: The instructor reserves the right to make any changes in the syllabus that she deems necessary at any time throughout the semester. Students who miss class are responsible for obtaining information from that class. Students are encouraged to read the current university catalog section on Policies and Procedures.

August	
Week 1	Go over syllabus - Ask any questions you have NOW Post Bio Chapter 1
September	
Week 2	Chapter 2
Week 3	Chapter 3
Week 4	Chapter 4
Week 5	Chapter 5 Exam 1: This covers chapters 1-5
October	
Week 6	Chapter 6
Week 7	Chapter 7
Week 8	Chapter 8 Exam 2: This covers chapters 6-8
Week 9	Chapter 9
Week 10	Chapter 10
November	
Week 11	Chapter 11 Exam 3 : This covers chapters 9-11
Week 12	Chapter 12
Week 13	Chapter 13
Thurs 22	Thanksgiving - NO CLASS

Week 14	Chapter 14 Exam 4: This covers chapters 12-14.
December	
Week 15	Study for Final Exam
Week 16	Final Exam (Cumulative)