

Psychology 404-Industrial Psychology Fall 2010

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Office Hours: Monday: 2-5 p.m.; Tuesday: 10-11 am, 2-4 p.m.; Wednesday: 10-11 a.m., 2-4 p.m.
Other hours by appointment.

Course Number: PSY 404
Course Title: Industrial Psychology
Course Time: Web-based
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.

Prerequisites: Junior standing
Required Text: Psychology Applied to Work: an Introduction to Industrial and Organizational Psychology, 9th ed., Muchinsky, Paul M. (2009). ISBN: 978-0-9801478-0-3, Hypergraphic Press, Inc.; Student Study Guide: www.hypergraphicpress.com

Student Learner Outcomes:

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

Course Evaluation:

Exams: Four (4) exams will be given on-line as listed in the class schedule. Exams consist of multiple choice questions. The value of each exam is 100 points. (400 points total in exams)

Discussion Board Questions: There are six (6) Discussion Questions posted to the Discussion Board throughout the semester. The dates of opening and closing are posted in the course Calendar and Schedule. Students must answer the question as assigned, post their answer to the Discussion Board, and respond to two other

students. These questions create an on-line asynchronous discussion that is on-going through the semester. (15 points each, total of 90 points)

Student Bio: To help you become familiar with Blackboard and learn more about your fellow students, each student must post a short biography with a picture. There is a topic listed as Student Bio at the Discussion Board; please post your bio there. (10 points)

Term Paper: The purpose of the paper is to become familiar with the practical application of the theories from your text. The paper should be 6-8 pages in length, double-spaced, 12 pt. font and written in APA Style using the APA Style Manual, 5th edition. Identify a local work organization that interests you. If you want to study your current workplace, it must be a department other than your own. Through interviews, written information and observation you will develop a profile of the organization and assess its effectiveness in one of the major topics addressed in the text. Once you have identified the organization you wish to study, send me an e-mail with this information and your name. (100 points)

Format for Term Paper:

Introduction: Describe the organization: What does it do? How large is it? How many employees are there? Is it part of a large corporation or locally owned? Is it a family owned business? How long has it been in operation? Is the company in a growth mode or is it in transition? What is your role or relationship to the organization? Describe any other relevant demographics.

Interviews: Make an appointment to interview someone in a supervisory or management position. It may be the Human Resources manager, the Plant Manager, etc. Focus your questions on your selected topic such as performance appraisal, employee motivation and job satisfaction, work place stress, downsizing, or training. Prepare for your interview before your appointment and show up on time. Outline the questions you want to ask and be prepared to take notes. You may want to ask if you can use a tape recorder.

Sample Questions: How do you evaluate employees? How does your company motivate or reward employees? What efforts has the company made to combat work place stress? How would you describe the culture of the organization? What type of training is offered? How are new employees assimilated into the organization? Has your organization experienced downsizing? If so, what procedures are in place to assist employees who are downsized as well as those who are retained? How has technology impacted your company? What does your company do to be a good corporate citizen? How does your company view its role in the local community?

Also, most companies now have a web site where you can access information. Please cite any materials used in a Reference Page at the end of the paper. Send the completed paper to me through the Blackboard e-mail by April 25.

Observations: If you are unfamiliar with the organization, you may ask permission to observe the operations of the organization. This is particularly helpful if the company manufactures a product, or provides a service. Please remember to ask permission and schedule a specific time with the company. Many organizations have stricter security procedures in place since “September 11”. **Please be aware that you may be the only contact this person has with A&M-Texarkana and be professional.**

Summary: Summarize your findings from the interviews, observations, and written materials. Try to describe the organization accurately and without judgment. Objectively report the facts and feelings that you encounter from others but, not your own. You will make your personal observations and offer suggestions for improvement in the conclusion of the paper.

Conclusion: In the conclusion you will state your overall impressions of the company. How effective is it in meeting its mission? What are the strengths and weaknesses? Do employees feel valued? Are the employees motivated to do a good job? What could the company do to be more effective? Other observations about what you learned and the value of this experience should be included in the conclusion.

Plagiarism: “Plagiarism is an **act of fraud**. It involves both stealing someone else’s work and lying about it afterward. In the United States and at A&M-Texarkana, the expression of original ideas is **considered intellectual property and is protected by copyright laws**, just like original inventions. Almost all forms of expression fall under copyright protection as long as they are recorded in some media (such as a book or a computer file). Changing the words in an original source is not sufficient to prevent plagiarism. If you have retained the essential idea of an original source, and have not cited it, then no matter how drastically you may have altered its context or presentation, you have still plagiarized. Most cases of plagiarism can be avoided by **citing sources**. Simply acknowledging that certain material has been borrowed, and providing your audience with the information necessary to find that source, is usually enough to prevent plagiarism.” To view the remainder of this handout and other helpful student research resources, go to the following web-site: <http://www.turnitin.com/research>

At A&M-Texarkana and in this class plagiarism **will not be tolerated**. Students who plagiarize material in their papers and presentations, will receive a grade of “F” for that paper and will be subject to further disciplinary action as outlined in the University Catalog. Please take the time to familiarize yourself with the cited handout and the University’s policy concerning plagiarism.

Academic Integrity: 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, and may be grounds 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.

Grade Scale Total Points 500:

540-600:	A
480-539:	B
420-479:	C
360-419:	D
0-359:	F

CLASS SCHEDULE			
Date	Activity	Deadline	
Aug 26-31	Post Bio with picture	Aug 31	
Aug 26-Sept 5	Read Chps. 1, 3	Sept 5	
Sept 6-12	Read Ch. 4; Discussion Question 1 posted	Sept 12	
Sept 13-19	Read Ch. 5 (pgs. 138-146 only); Exam 1 Review posted		
	Exam 1 (chps. 1, 3, 4, 5) on-line	Sept 19	
Sept 20-26	Read Ch. 6; Discussion Question 2 posted	Sept 26	
Sept 27- Oct 3	Read Ch. 7; Discussion Question 3 posted	Oct 3	
Oct 4-10	Read Ch. 8; Exam 2 Review posted		

Oct 11-17	Exam 2 (chps. 6, 7, 8)	Oct 17	
Oct 18-24	Read Ch. 9; Discussion Question 4 posted	Oct 24	
Oct 25-31	Read Ch. 10; Discussion Question 5 posted	Oct 31	
Nov 1-7	Read Ch. 11; Exam 3 Review posted		
Nov 8-14	Exam 3(chps. 9, 10, 11) posted		
Nov 15-28	Read Ch. 12; Read Ch. 13; Discussion Question 6 posted	Nov 28	
Nov 29- Dec 5	Read Ch. 14; Exam 4 (chps. 12, 13, 14) Review posted; Term Papers Due Nov 29!	Papers Due Nov 29	
Dec 6-12	Exam 4 (chps. 12, 13, 14) posted	Dec 6	

*Please note that the schedule may be changed if deemed necessary by the instructor.