Instructor: Cheryl Stenmark
Office Location: A104E
Office Hours: M: 12pm-4pm; T/Th: 12:15p-3:15p
E-mail address: cstenmark@angelo.edu

Required Textbooks:
Psychology Applied to Work (11th Edition) by Paul Muchinsky

Course Description:
This course is a survey of research, theories, and practices of Industrial/Organizational psychology. Many topics important to I/O psychology will be covered, including personnel selection, criteria development, testing, motivation, job satisfaction, and leadership. Students are expected to read the material on time, to participate in assigned exercises, and to be involved in class discussions.

Requirements:
The text for the course is listed above. The last page of the syllabus lists the tentative schedule of topics. The course is built around the textbook. I suggest that you read the material prior to coming to class to get the most out of lectures. The lectures will be related to but will not come directly from the text. There may also be demonstrations, assignments, videos, and some discussion in class; thus, while attendance will not be checked in a formal fashion, you must attend class to get the most out of the course. There are exams, assignments, and group projects for the class; these are described below.

Course Goals:
- To understand what it means to be an I/O psychologist
- To develop an awareness of the history and major perspectives underlying and driving the field of I/O psychology
- To develop an understanding of how theory and research in I/O psychology are applied in work settings
- To develop critical thinking skills (especially in consuming psychological research)
- To develop an understanding for the potential that I/O psychology has for society and organizations

Learning Outcomes:
By the end of this course, you should:
- Know and understand the main theories and concepts of I/O psychology
- Know and understand the methods that I/O psychologists use to study work behavior
- Know and understand the ways in which I/O psychologists apply their knowledge to improve the lives of workers and the performance of organizations
- Be able to think and write critically about I/O psychology theory, research, and applications
- Be able to apply what you have learned about I/O psychology to the understanding of your own behavior (and that of your co-workers) in present and future work situations
**Attendance:**
Attendance is recommended, as I will provide information in the lectures that will be included on the tests. I will not provide lecture notes outside of class, but I will discuss the material with you if you come to my office hours. If you miss a lecture, you must find other means for obtaining the lecture notes. Some class exercises will be done in class; if you are not in class, you cannot make them up. Tardiness and leaving class early disrupts others in class and is rude; therefore please act responsibly and courteously to your fellow classmates.

**Make-Up Work:**
Late work or make-up work will not be considered unless the student is involved in a university-approved absence. Arrangements should be made with the instructor as far in advance as possible to ensure agreement on interpretation and the make additional arrangements.

**Graded Items:**

**Exams:**
There will be four tests over the course of the semester. The exams are worth 100 points each. Each test consists of 50 multiple-choice questions/short answer questions covering the material presented from both the assigned readings and from the lectures in class. Exams will be administered via Blackboard, you will have 120 minutes to complete each exam, and you will have TWO attempts. Exam items may include multiple choice, matching and true/false items. The final exam will not be comprehensive. **There will be NO make-ups scheduled for the exams.** You will have the entire week (beginning Monday at 12:00am, ending Sunday at 11:59pm) to complete the exams; that means that you may take the exam any time during those days, but the exam must be COMPLETED by 11:59pm on Sunday of the exam weeks. Exam weeks (which are noted in the course schedule on the last page) will be dedicated to taking the exams, thus we will not hold class. These weeks may also be good times to work on your group project.

**Assignments:**
Periodically, you will be asked to complete assignments. They will usually include short written assignments that ask you to apply the concepts we discuss in class to an important problem. Some of the assignments may be completed during class time; **if you miss class the day these are completed, you may not make them up.** They may or may not be announced in advance of class.

**Quizzes:**
Each week, you will have a quiz to complete on Blackboard that covers the topic of the unit being covered that week. These are designed to help students keep up with and apply the material. You will have the entire week (beginning Monday at 12:00am, ending Sunday at 11:59pm) to complete the weekly quiz, and they **may not** be “made up”. There will be NO exceptions. Quizzes will be multiple choice, and they will be timed. You will have TWO attempts, with 30 minutes allowed per attempt.

**Case Project-Presentation:**
In groups of 4-5, you will work through a case that is provided by the instructor, providing recommendations to the company depicted by linking material covered in class to your case. Some class time will be dedicated to working on the final project; however, you will likely need to meet with your group outside of class in order to do a good job. More details about the project will be given in class.
All assignments should be typed and presented in a professional manner. You may always turn in assignments early; I will accept them prior to their scheduled due date. Paper should be turned in with one staple in the upper left-hand corner. Portfolios, folders, or other binding materials are not necessary, and are inconvenient, because they are bulky.

Grades will be posted on Blackboard as they become available.

**Grading:** The course grade will be based on:

- **4 tests** 400 points (4 tests @ 100 points per test)
- **Assignments** 100 points (10 assignments @ 10 points each)
- **Quizzes** 100 points (10 weeks @ 10 points per week)
- **Group Project** 100 points
- **Total** 700 points

**Extra Credit:**
Students may have an opportunity to earn extra credit in this course. However, **these extra credit options will help those with B+, C+, D+ or F+ grades only**, and will not raise other grade categories. Extra credit may be by participating as a subject in **instructor approved** psychological experiments through the Psychology Department. Details for these studies will be posted as they become available.

**Related Policies**

**Communications:**
I must be able to contact all students in this course via e-mail. It is expected that students regularly check their e-mail and Blackboard. I will do my best to respond to e-mails within 24 hours, with the exception of holidays and weekends.

**Notice on Disability Accommodation:** If a student has a disability that may prevent the student from fully demonstrating his/her abilities, the student must contact me as soon as possible so we can discuss reasonable accommodations necessary to ensure full participation and facilitate his/her educational opportunity. It is the student’s responsibility to notify me and provide authorized documentation processed through the designated administrative channels.

**ACADEMIC INTEGRITY AND CONDUCT**

For information on ASU’s honor code, please visit the following website: [http://www.angelo.edu/forms/pdf/honorcode5.pdf](http://www.angelo.edu/forms/pdf/honorcode5.pdf). If you have any doubts or questions about what constitutes misconduct—inform yourself. Not knowing—is not an excuse! Academic dishonesty will not be tolerated in my class. Students involved in misconduct will be prosecuted according to University regulations and procedures.
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