Psychology 333 – Industrial/Organizational Psychology  
Spring 2013

Section 003 Thursday 7:20-10:00pm Innovation Hall 206

Instructor: Afra Ahmad  
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Course TA: Isaac Sabat  
Email: iopsychologyta@gmail.com  
Office: Robinson B 213C

Office Hours: Thursdays 5:30-6:30 (and by appointment)  
Office hours: By appointment only

Mailbox: Hallway of 2nd floor, David King Hall

Texts


Course Overview

This course will introduce you to the field of Industrial/Organizational Psychology, also referred to as “I/O psychology.” This field focuses on psychology in the workplace. Psychologists study the workplace because work is complex and cannot be reduced to a short set of principles. Further, work has changed dramatically in the last few decades (e.g., technology, diversity). The “I” and the “O” of I/O psychology symbolize two distinct aspects of the field. The “I” (Industrial) focuses on the human resource functions of analyzing jobs as well as on appraising, selecting, placing, and training workers into organizational positions. The “O” (Organizational) focuses on the psychological processes associated with work, including employee attitudes, behaviors, emotions, health, motivation, and well-being. The “O” includes the more social aspects of work as well, and you may recognize connections with many of the phenomenon found in social psychology. This course will focus on the theoretical, empirical (i.e., research based), and applied (i.e., practical implications) aspects of I/O psychology.

This course is a general survey of the topics in industrial and organizational psychology. However, a few subjects are covered only briefly, others are omitted altogether, and yet others receive a disproportionately large amount of attention (as befits their importance).

Course Goals

1. An understanding of the rich history and complexities that lie within I/O psychology
2. Knowledge of the scientist-practitioner model that exists as a goal within I/O psychology
3. An understanding of the major theories and research findings in the area of I/O psychology

Class Policies

- **Exams:** There will be three exams. The format of these exams will be multiple choice and short answer. Questions on exams will be based on the lectures (PowerPoints plus the instructor’s verbal comments in class) and textbook. Further details will be provided closer to the exams. If a student cannot attend an exam (for a legitimate reason) they must contact me in advance of the exam and have documentation. Students may make up an exam only once during the semester.

- **Projects:** Students will be assigned two projects for this course that will help them apply I/O concepts. One project will represent “Industrial” Psychology (Job Analysis Project) and the other will represent “Organizational” Psychology (Leadership Project). More details will be provided closer to the due date through blackboard.
• **Class participation/activities:** This class is not a required course. You *chose* to be here because you are interested in I/O. Thus, class attendance is critical and will count towards your participation grade. You will sign in an attendance sheet either in the beginning, middle or end of class and will not be allowed to sign in if you arrive too late or leave too early. In addition, you will complete in-class activities to help foster learning. Students are responsible for all of the materials and assignments covered in class. *If a student misses an in-class assignment, it cannot be made up at a later date. However, you will have the flexibility to miss one class without penalty.*

• **Extra Credit:** You will have the opportunity to earn up to *maximum* 10 extra credit points. These points can be earned by completing any *combination* of the following:

  1) **Research Participation:** You will be given 2 points for each hour of research participation (for up to 5 hours) via SONA systems. For students who choose *not* to participate in an experiment, attendance at alternative lectures also meets this requirement and can be accessed through SONA as well.

     a. To sign up for an experiment/lecture, you must log on to: [http://gmu.sona-systems.com](http://gmu.sona-systems.com)

        i. a) Enter all the required information – you will need your GMU e-mail account as a user ID and also your student ID number.
        ii. Select the course.
        iii. **BE SURE TO SELECT THE RIGHT COURSE AND SECTION!**
        iv. Click on register.

     <The research participation grade will be posted at the END of the semester>

     For the following options: please turn in your extra credit throughout the semester.

  2) **Volunteering in a Research Lab:** You will be given 2 points for each hour you volunteer your time in a research lab (for up to 5 hours).

  3) **Writing Center:** You will be given 2 points for each time you visit (online or in person) the writing center for your psychology 333 projects (for up to 5 appointments).

  4) **Brownbag:** The I/O departmental brownbags are held on Wednesdays from 12-1pm in Innovation 204. You will be given 2 points for attending a brownbag and writing a one page (double spaced, 12 font) paper on what you learned (for up to 5 brownbags).

  5) **Article:** You will be given 2 points for each article you review. Your task will be to find an article relating to the topic of the week, write one page double spaced about the article and simply talk about it in the beginning of class. The article can either be a peer-reviewed scholarly article OR an article from a general media outlet (CNN, Yahoo etc).

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**Additional Information**

**TECHNOLOGY:**

**Official Communications via GMU E-mail:** Mason uses electronic mail to provide official information to students. Examples include communications from course instructors; notices form the library, notices about academic standing, financial aid information, class materials, assignments, questions, and instructor feedback. Students are responsible for the content of university communication sent to their mason e-mail account, and are required to activate that account and check it regularly. I can only respond to gmu.edu email addresses, so please only use your Mason email in correspondence with me.

**Blackboard:** I will post notes, resources, grades, and announcements on Blackboard. You should frequently check Blackboard because you will be responsible for the material posted. To use
Blackboard you will need to go to https://mymasonportal.gmu.edu.

**HONOR CODE:** Coursework is expected to be the student’s own original work. Students may use books, notes, and other sources to prepare assignments. Under no circumstances are students to collectively write papers with another student, turn in work previously submitted, or use material from other sources (textbook, websites, journal articles etc.) without proper citation (APA style). This will be considered plagiarism and will not be tolerated. All George Mason University students have agreed to abide by the letter and the spirit of the Honor Code. You can find a copy of the Honor Code at academicintegrity.gmu.edu. All violations of the Honor Code will be reported to the Honor Committee for review. I reserve the right to enter a failing grade for any student found guilty of an honor code violation.

**DISABILITY ACCOMMODATIONS:** If you are a student with a disability and you need academic accommodations, please see me and contact Disability Resource Center (DRC) (Sub 1, Rm. 4205) at (703) 993-2474. All academic accommodations must be arranged through that office.

**ADD/DROP/withdraw deadlines:**

**Last Day to Add:** January 29, 2013

**Last Day to Drop:** February 22, 2013

**Withdraw Period:** 2/25-3/29 (Please see me & consult your advisor for this option)

**Grading Criteria**

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Three Exams (Exam 1=22%, Exam 2=23%, Exam 3=25%)</td>
<td>70%</td>
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<tr>
<td>Projects (10% each)</td>
<td>20%</td>
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<tr>
<td>Class Participation/Activities</td>
<td>10%</td>
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<td>Total</td>
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**Extra credit opportunity**

2%

*The maximum extra credit will be 10 points (2 points per EC opportunity * 5 maximum=10)*

**Grading Scale:**

- A+ = 97-100%
- B+ = 87-89%
- C+ = 77-79%
- D = 60-69%
- A = 93-96%
- B = 83-86%
- C = 73-76%
- F = <60%
- A- = 90-92%
- B- = 80-82%
- C- = 70-72%
<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Assignment due</th>
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<tbody>
<tr>
<td>January 24</td>
<td>Introduction, History of I/O Psychology</td>
<td>Introduction &amp; Chapter 1</td>
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<td>January 31</td>
<td>Research Methods in I/O &amp; Criteria</td>
<td>Chapters 2 &amp; Chapter 3</td>
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<td>February 7</td>
<td>Predictors &amp; Review</td>
<td>Chapter 4</td>
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<td>February 14</td>
<td><strong>Exam 1</strong> (Chapters 1-4)</td>
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<td>February 21</td>
<td>Personnel Decisions</td>
<td>Chapter 5</td>
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<td>February 28</td>
<td>Workplace Diversity</td>
<td>Herring (2009)</td>
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<td>March 7</td>
<td>Organizational Learning</td>
<td>Chapter 6 <strong>Project 1 Due</strong></td>
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<td>March 21</td>
<td>Performance Management &amp; Review</td>
<td>Chapters 7</td>
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<td>March 28</td>
<td><strong>EXAM # 2</strong> (Chapters 5-7 plus diversity)</td>
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<td>April 4</td>
<td>Leadership</td>
<td>Chapter 13</td>
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<td>April 11 (I</td>
<td>Organizational Attitudes and Behavior</td>
<td>Chapters 10</td>
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<td>at a conference, but you will still have class with another instructor)</td>
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<td>April 18</td>
<td>Workplace Health Psychology</td>
<td>Chapter 11</td>
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<td>April 25</td>
<td>Teams and Teamwork</td>
<td>Chapter 9 <strong>Project 2 Due</strong></td>
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<td>May 2</td>
<td>Work Motivation &amp; Review</td>
<td>Chapter 12</td>
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<td>May 9</td>
<td><strong>EXAM # 3 (FINAL EXAM)</strong></td>
<td>7:30-10:15pm (Chapters 9-13)</td>
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**We will not be covering chapter 8 (organizations and organizational change) & chapter 14 (unions/management relations)**

*This syllabus is subject to change. Please attend lectures and monitor the course website regularly to be informed of any changes made to the course.*