

INTRODUCTION TO INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

PSYC 333 – Summer 2021, June 1 to July 24

Asynchronous (No Meeting Time)

Instructor: John Aitken

Email: jaitken4@gmu.edu

Office: Working remotely

Office Hours: By appointment (please email me!)

COURSE OVERVIEW

Industrial/Organizational psychology is the study of human behavior, cognition, and emotion at work. I/O psychologists study and apply concepts such as employee recruitment and selection, performance appraisal, training, motivation, leadership, job satisfaction, emotions, and work stress. Thus, I/O is focused on enhancing our understanding of individual and organizational effectiveness and well-being.

OBJECTIVES

- Be aware of the major topics studied by Industrial/Organizational Psychologists
- Better understand the techniques I/O Psychologists use to draw scientific inferences
- Be aware of the major theories and research findings in I/O Psychology
- Better appreciate the complex, socio-psychological dynamics of work
- Be able to improve your own work life, as well as those of your coworkers and subordinates
- Be a better consumer of scientific information
- Be a better writer and critical thinker

TEXTBOOK (OPTIONAL)

Landy, F.J., & Conte, J.M. (2018). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*. 6th Edition.

The textbook is optional! You do not need it to do well in the course. However, you may find it helpful to have a copy, especially if you are considering I-O as a career. You can rent it online from various website for as little as \$13.

COURSE WEBSITE

All course materials will be posted on Blackboard. Please check Blackboard frequently.

INTENTIONAL INCLUSIVITY

As the instructor for this class, I will strive to promote and maintain an equitable and just work and learning environment. I welcome and value individuals and their differences including race, economic status, gender expression and identity, sex, sexual orientation, ethnicity, national origin, first language, religion, age, and disability. I believe that by fostering willingness to hear and learn from a variety of sources and viewpoints, we will gain competence in communication, critical thinking and global understanding, and awareness of our biases and how they affect our interactions with others and the world.

EVALUATION CRITERIA

Your grade in the class will be calculated as the percentage of points earned out of **600 possible points**.

1. Chapter Exams (300 points).

There will be two multiple choice exams throughout the semester – each worth 150 points. These exams will be open notes and untimed. I will not use Respondus Lockdown or any other type of technology to monitor you during the exams, but I will ask you to commit to: (1) working on these Exams alone and (2) not copying or photographing any of the questions. If it seems that any of these policies are being violated, I may change the format. Since the Exam is in an open note format, questions will be more heavily focused on application and critical thinking. I will provide detailed instructions about these Exams prior to the first Exam. But rest assured – I put lots of structures in place to make sure these Exams are not stressful and to make sure you won't be penalized for any technological issues you may experience!

EXAM #1 will be opened Friday, June 25 @ 5:00pm and will be due Sunday, June 27 @ 11:59pm.

EXAM #2 will be opened Thursday, July 22 @ 5:00pm and will be due Saturday, July 24 @ 11:59pm.

2. Critical Thinking Assignments (120 points)

You will complete **two** critical thinking assignments throughout the course. These short writing assignments will give you the opportunity to apply concepts you have learned in class while also improving your writing and critical thinking skills. The first assignment will be worth fewer points than the second so that you can have some feedback prior to completing the assignment worth more points.

CTA #1 – Complete the following assignment:

Assignment #1: Individual Differences (40 points)

AND

CTA #2 – Choose one of the following two assignments to complete:

Assignment #2: Motivation (80 points)

Assignment #3: Stress (80 points)

3. Weekly Activities (180 points)

Each week, I will post an activity for you to complete related to the content for the week. Your grade for this section will be based on the percentage of activities you completed.

Final grades are assigned as follows (based on the percentage out of 600 points):

99%-100% = A+	88% - 89.9% = B+	78% - 79.9% = C+	60% - 69.9% = D
93% - 98.9% = A	83%-87.9% = B	72%-77.9% = C	Below 60% = F
90% - 92.9% = A-	80% - 82.9% = B -	70% - 71.9% = C-	

MAKE-UPS

At his discretion, the instructor *may* allow make-ups for assignments in the event of *documented* personal emergencies or *documented* significant medical illnesses/injuries. In general, the instructor will be the sole arbiter of whether documentation is sufficient to warrant a make-up. Make-ups, if permitted, may differ from the original assignment in terms of the number of questions asked and/or question format.

****** It is your responsibility to contact me if you missed an assignment. You must contact me before the assignment's due date in order to receive a full accommodation. Requests for make-ups after 2 days from the missed assignment will generally not be considered. Student athletes should provide me with the schedule of events they will participate in throughout the semester at the beginning of the semester.

COURSE POLICIES

- **Communicating with the Instructor:** Please allow at least a 24 hour response window for emails sent during the week. I will generally respond by the end of day on Monday to emails sent after noon on Friday or over the weekend.
- **Official Communications via GMU E-mail:** Mason uses electronic mail to provide official information to students. Examples include communications from course instructors, notices from 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.
- **Students with Disabilities:** Disability Services at George Mason University is committed to providing equitable access to learning opportunities for all students by upholding the laws that ensure equal treatment of people with disabilities. If you are seeking accommodations for this class, please first visit <http://ds.gmu.edu/> for detailed information about the Disability Services registration process. Then please discuss your approved accommodations with me. Disability Services is located in Student Union Building I (SUB I), Suite 2500. Email: ods@gmu.edu | Phone: (703) 993-2474
- **Academic Integrity:** Please familiarize yourself with the University Honor Code found at the following link: <http://oai.gmu.edu/the-mason-honor-code-2/>. Violations of the Honor Code will not be tolerated, and the instructor of this course reserves the right to enter a failing grade to any student found guilty of an honor code violation.
- **Class Schedule:** The course schedule provided below is to be considered a guideline and is highly subject to change. It is your responsibility to keep up with any changes to the course schedule.
- **Adding and Dropping Classes:** The last day to add classes to your schedule and to drop classes with no tuition penalty is June 3. The last day to drop classes is June 17.

(Disclaimer: The instructor reserves the right to change the syllabus and its content. Any changes will be announced orally and in writing.)

Tentative Class Schedule

Chapter	Assignments	Due Date
1 – What is I/O Psychology? 2 – Methods and Statistics in I/O Psychology	Readings (Optional) – Ch. 1 + 2 Weekly Activities – Ch. 1 + 2	June 6
3 – Individual Differences & Assessment 4 – Job Analysis & Performance	Readings (Optional) – Ch. 3 + 4 Weekly Activities – Ch. 3 + 4	June 13
5 – Performance Management 6 – Staffing Decisions	Readings (Optional) – Ch. 5 + 6 Weekly Activities – Ch. 6 + 6 CTA #1 – Individual Differences	June 20
7 – Training and Development	Reading (Optional) – Ch. 7 Weekly Activity – Ch. 7 EXAM #1	June 27
8 – The Motivation to Work 9 – Attitudes, Emotions, and Work	Readings (Optional) – Ch. 8 + 9 Weekly Activities – Ch. 8 + 9	July 4
10 – Stress and Worker Well-Being 11 – Fairness, Justice, and Diversity	Readings (Optional) – Ch. 10 + 11 Weekly Activities – Ch. 10 + 11	July 11
12 – Leadership	Reading (Optional) – Ch. 12 Weekly Activity – Ch. 12 CTA #2 – Motivation / Stress	July 18
None	EXAM #2	July 24