

# Psychology 333 Industrial-Organizational Psychology

Section 001

Fall 2021

9:00am–10:15am MW

Krug Hall 5

[Course Website](#)

[Course BlackBoard](#)

[Slack](#)

**Instructor:** Shea Fyffe (He/Him/His)

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**Office Hours:** Monday 6–7pm or by appointment

**Course Description:** This course is a general survey of the fields of Industrial and Organizational (I/O) Psychology. You'll learn how to apply scientific methods to understand psychology in a work context. This course will change the way you see psychology and its applications. When compared with larger sub-disciplines of psychology (e.g., Clinical, Social), I/O Psychology tends to be more *applied*, meaning we tend to focus on applying psychology to solve problems as opposed to applying psychology to provide a greater understanding of phenomena.

I/O Psychology is one of the few sub-disciplines of psychology that does **not** require a Ph.D. for professional success; the other subdisciplines being human factors, school psychology, and quantitative psychology. In addition, I/O Psychology is one of the fastest growing ([Axios, 2021](#)) and best jobs ([US News, 2018; 2019](#)) in the Social Sciences.

Notably, the course will focus on essential topics from the instructor's perspective. Thus, a few topics are covered only briefly, others are omitted altogether, and yet others receive a disproportionately large amount of attention (as befits their importance).

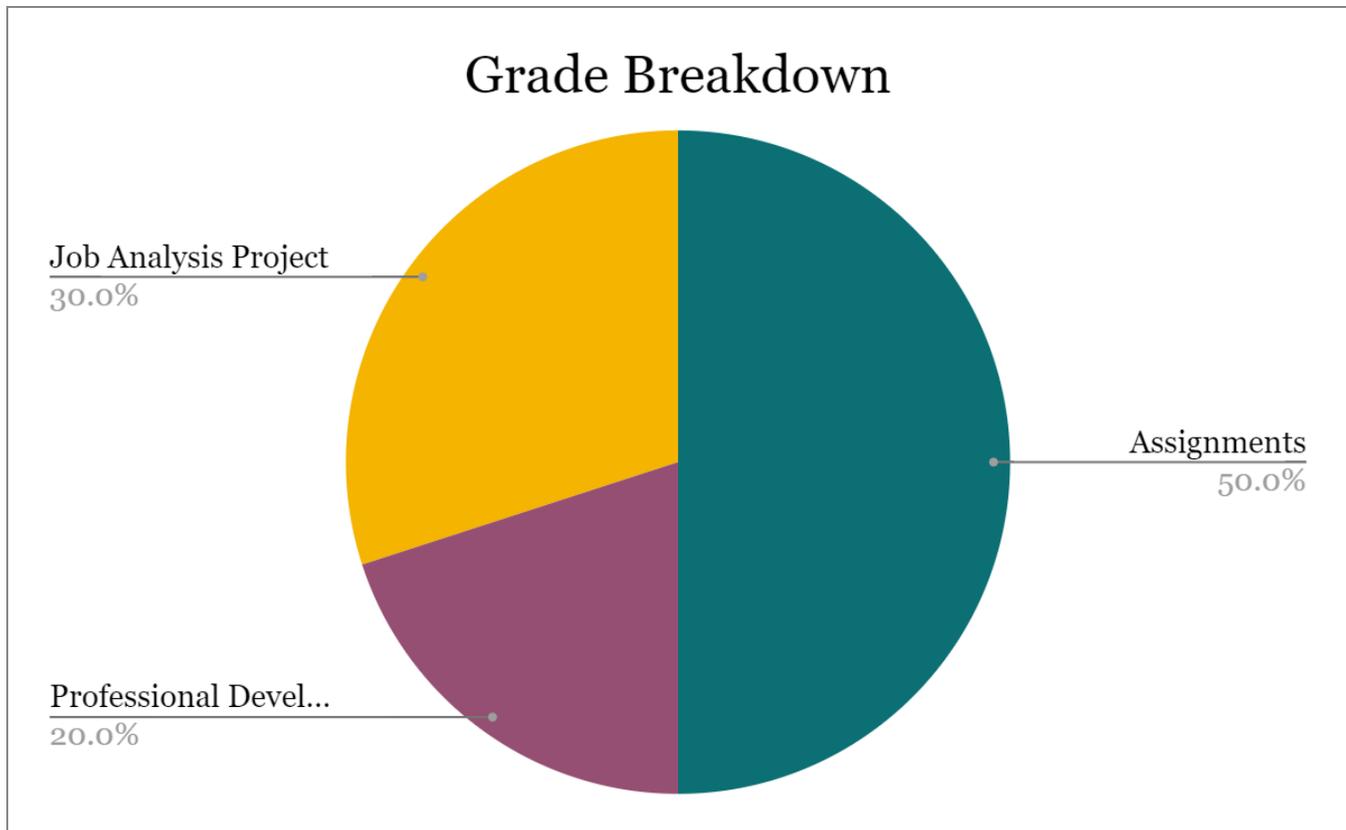
**Learning Outcomes:** By the end of the course, students should be able to:

- Understand the science-practitioner model and its application to work
- Reconceptualize the terms *job*, *work*, *task*, and *position*
- Comprehend and apply topics of Industrial Psychology (e.g., Selection, Performance, Job Analysis)
- Comprehend and apply topics of Organizational Psychology (e.g., Leadership, Job Satisfaction, Employee Engagement)
- Relate I/O topics to one's personal and professional life

**Course Materials:** There is no required textbook for this course; however, the *recommended* textbook will significantly help those who seek a deeper understanding of the material:

Riggio, R. E. (2018). Introduction to Industrial/Organizational Psychology (7th ed.). New York, NY: Routledge.

# Grading Policy



**Assignments (50%):** Typically after each lecture, you will complete an in-class assignment. These will be timed assignments. These will be either: a multiple-choice quiz, short-answer question(s), or pseudo-interview question(s). The assignments can be completed online (via Blackboard) or with a paper and pencil. For those of you using a laptop, you will be asked to enter a password which will appear randomly during the lecture. These should take no longer than 10 minutes to complete. I am not an instructor that enjoys giving assignments that require memorization. Much of the assessment content will evaluate high-order thinking—so be prepared. Specifically, your in-class assignments will fall into one of the three categories:

- **Multiple-Choice Quiz:** This will be a short, 10-item multiple choice quiz related to the lecture for that day.
- **Pseudo-Interview Questions:** I will ask you some situational interview questions and require you to respond using the [STAR method](#) (don't worry we will go over the STAR method).
- **Short-Answer:** These will be questions that will: ask your opinion of a particular topic, require you to compare and contrast things, or merely request your feedback related to the course.

**Professional Development Activities (20%):** Since I/O Psychology is the study of work, students will have several professional development activities throughout the course. These will be things like: creating/updating your LinkedIn; writing a “cold” professional introduction template; and creating/updating a résumé. *Note:* these will be due 7 days after they are assigned.

**Job Analysis Project (30%):** Student’s will be required to “conduct” a job analysis for a job of their choosing. They can use deductive methods (e.g., [O\\*Net](#)). Their job analysis will result in one of the following: a selection assessment, behavioral interview, performance evaluation, or training module. They will produce a white paper that describes the objective, scope, process, and their justification. The white-paper will be no longer than 5 pages (single-spaced). **Do not plagiarize. Please...**

#### **Grade Breakdown\***

A+	97-100%	A	93-96%	A-	90-92%
B+	87-89%	B	83-86%	B-	80-82%
C+	77-79%	C	73-76%	C-	70-72%
D+	67-69%	D	63-66%	D-	60-62%
F	below 60%				

*\*Note:* All final percentages will be truncated (e.g., 91.5 => 91%)

## **Attendance Policy**

**Attendance:** Class attendance is reflected in your grade, and one of the most influential factors in passing this class. If you must miss one class, no worries. If you repeatedly miss classes, there will be inevitable holes in your experience, which will be reflected in your final grade. You will jeopardize your course grade if you regularly miss out on in-class assignment points. Since I drop **3** of your **in-class assignments**, **I do not accept excused absences**. You may be thinking, “how harsh!” but this is to ensure a fair experience for all of you. It is hard to distinguish a valid excuse from an invalid excuse. Additionally, I don’t want you to bear the burden of collecting all the evidence to convince me. **If you miss a day where a professional development activity is presented or a portion of your job analysis project is due, you are still responsible for turning that assignment in on time.**

**Late arrival to class:** You will be considered late to class if you arrive after I begin lecturing. Being late causes you to miss this content and may lead to an in-class assignment. Additionally, you may miss the password to access the assignment; in that case, you will need to ask one of your classmates. Hopefully they are nice enough to tell you, because I am not. Moreover, I’ll know who is in class and who isn’t, so don’t attempt to complete the quiz when you’re not in-class. If you’re chronically late, we may have to meet to discuss how you can manage your time, so it doesn’t keep recurring.

## **Student Policies**

**Academic Integrity:** Academic integrity refers to honest and ethical behavior in all aspects of academic activity. This includes not cheating on in-class assignments (e.g., copying the work of others or using),

not passing off someone else's ideas as your own (plagiarism), not engaging in dishonesty of any kind regarding your class participation and assignments.

**Plagiarism:** Plagiarism is the unacknowledged use of another person's labor, another person's ideas, another person's words, or another person's assistance. *Unless otherwise stated, all work done for courses is expected to be the individual effort of the student presenting the work.* Any assistance must be reported to the instructor. If the work has entailed consulting other resources -- journals, books, or other media -- these resources must be cited in a manner appropriate to the course. Everything used from other sources -- suggestions for organization of ideas, ideas themselves, or actual language -- must be cited. Failure to cite borrowed material constitutes plagiarism. Undocumented use of materials from the World Wide Web is plagiarism. If you are caught plagiarizing or cheating, you will fail the assignment, and, depending upon the severity of the violation, you may fail the class.

**Honor Code:** George Mason University has an Honor Code, which requires all members of this community to maintain the highest standards of academic honesty and integrity. Cheating, plagiarism, lying, and stealing are all prohibited. All violations of the Honor Code will be reported to the Honor Committee. See [honorcode.gmu.edu](http://honorcode.gmu.edu) for detailed information.

**Classroom Needs:** 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 the Student Union Building I (SUB I), Suite 2500. Email: [ods@gmu.edu](mailto:ods@gmu.edu) | Phone: (703) 993-2474

**Diversity and Psychological Services:** George Mason University is committed to providing a learning, living and working environment that is free from discrimination and a campus that is free of sexual misconduct and other acts of interpersonal violence in order to promote community well-being and student success. We encourage students who believe that they have been sexually harassed, assaulted or subjected to sexual misconduct to seek assistance and support. [University Policy 1202: Sexual Harassment and Misconduct](#) speaks to the specifics of Mason's process, the resources, and the options available to students. Any faculty or staff member at Mason is required to report all disclosures of sexual assault, interpersonal violence, and stalking to Mason's Title IX Coordinator, but please know that such reports will result only in someone reaching out to you directly to let you know about available services and to determine if you wish to take any action. That said, you can also contact the Student Support and Advocacy Center (703-380-1434) or Counseling and Psychological Services (703-993-2380) to speak to someone confidentially, as individuals who work in those offices are not required to report disclosures. You may also seek assistance directly from Mason's Title IX Coordinator (703-993-8730; [titleix@gmu.edu](mailto:titleix@gmu.edu)).

**Class Etiquette:** Though this class is online, this course is a "safe space", which means we commit to: (1) Making our class a welcoming, open space for everyone; (2) Being aware of our prejudices and insecurities and how our words affect others; (3) Providing room for each of us to explore our own identities; (4) Allowing others to define their own identities and to speak for themselves; (5) Respecting the privacy of others by maintaining confidentiality. Please see policies relating to COVID-19 below.

## COVID-19 Policies

**Accommodations:** Students with concerns about *attending* classes in-person should consider whether you need to seek formal accommodations. Information about formal COVID-related accommodations for students is here: <https://ds.gmu.edu/response-to-covid-19/>.

If you do not obtain formal accommodations but have concerns, I encourage you to speak with me about your options. Please recognize, however, that I have to operate within the boundaries of the university's regulations. It may not be possible for instructors of classes to put into place individualized accommodations for students who do not receive formal approval for accommodations from the University.

**Masks and Social Distancing:** We will follow policies outlined by the university regarding mask requirements. The current mask policy, which can be [viewed online](#). I encourage students to space out, but understand options may be limited given space restrictions. Given current requirements, I also encourage students to use our [course slack](#) to ask questions during class.

**Mason COVID Health ✓:** University policy requires students to complete their status check every day. You can complete your Mason COVID Health ✓™ here: <https://www2.gmu.edu/mason-covid-health-check>. I reserve the right to ask you to show me a **GREEN** health check.

**Moving Online:** Please note that there is a formal process for converting any existing in-person classes to an online modality for the fall – and that process requires approval all the way up through the Provost's Office. *Instructors cannot make the decision to switch the modality of a class unilaterally.* Thus, university policy will determine if we have to move online.

I will close by adding a reminder that people have different levels of medical risk (that you may or may not know about), as well as different levels of *risk tolerance*. I urge us all to be respectful of each other, and not cast judgment on those who may differ from you in either direction. I hope we can all maintain flexibility and do our best to work with others who may have different comfort levels for a variety of reasons.

## Technology Policies

**Official Communications via GMU Email:** 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 email account and are required to activate that account and check it regularly. If class is canceled, I will notify you via email; this email will include information about making up the missed class.

**Technology:** Please check Blackboard and your email regularly. Regarding electronic devices in class (such as laptops, cell phones, etc.), please be respectful of your peers and your instructor and do not engage in activities that are unrelated to class. Such disruptions show a lack of professionalism and may affect your grade. I reserve the right to modify seating if laptops and/or cellphones become distracting. If a problem reoccurs, I may prohibit the use of laptops, tablets, or mobile devices during class-time. I strongly encourage students to use the [course slack](#) to ask questions (in and out of class). However, these communications should be class-related. No trolling please.

## Scheduling Policies

**Enrollment:** Students are responsible for verifying their enrollment in this class. Schedule adjustments should be made by the deadlines published in the Schedule of Classes (available from the Registrar's Website: registrar.gmu.edu).

**Changes to Syllabus & Course Schedule:** The instructor reserves the right to make necessary changes to the syllabus & course schedule with reasonable advance notice. Any changes will be announced in class.

[Click here for Course Schedule](#)