

Texas A&M University-San Antonio
College of Arts & Sciences
PSYC 3360.001: Industrial-Organizational Psychology

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| Term: | Spring 2024 | Credit hours: | 3 |
| Instructor: | Dr. Gary Coulton | Office phone: | (210) 784-2203 |
| Class Meeting: | MW 3:30-4:45 PM | E-mail: | gcoulton@tamusa.edu |
| Classroom: | SciTech Bldg. 227 | Office: | SciTech Bldg. 349-A |
| Office hours: | T 2:00-4:00, W 10:00-12:00, and by appointment. | | |

Welcome to PSYC 3360 – Industrial-Organizational Psychology

Most of what is presented below concerns your Instructor's policies and requirements specific to this course. Information about University policies and student resources are located in appendices to this document.

Details about assignments, exams, and quizzes can be found in the Grade Table and Course Schedule, and related documents posted on Blackboard (Bb).

PSYC 3360. Industrial-Organizational Psychology 3(3-0).

Application of psychological principles to the world of work and to organizations. Topics include selection of employees, evaluation of job performance, job satisfaction, motivation, training, leadership, organizational structure, culture, and work teams. Prerequisite: PSYC 2301.

Course Objectives

The objectives of the course are to: (a) expose students to (or provide a refresher on) the major research techniques used in the discipline of psychology; (b) provide students with a comprehensive overview of the field of industrial-organizational psychology, and (c) help students sharpen their critical thinking skills.

Student Learning Outcomes

Upon successful completion of the course students will be able to:

- Describe the methods involved in Job Analysis, and the purpose(s) of that activity
- Enumerate the main features of correlational and experimental research designs and identify the advantages and limitations of each design
- Demonstrate a basic understanding of the implications of US labor law for hiring and terminating employees
- Enumerate the basic steps in the training process and elaborate on their function.
- Describe the main methods used in performance evaluation
- Identify some of the strengths and weaknesses of each major method of performance evaluation
- Describe the major models of employee motivation
- Describe the major components of Job-Satisfaction (JS)
- Describe the relationship between JS and productivity
- Describe the major types of Counter-productive Work Behavior (CWB)
- Enumerate the common causes of CWB
- Describe the key differences between work groups and work teams
- Identify and describe the major theories of leadership

Course Materials

Textbook

Spector, P. E., (2017). *Industrial organizational psychology: Research and practice*. (7th ed.). Wiley.

ISBN: 978-1-119-80531-1.

Optional Resources

The book and free video series below can be of much value to psychology students, and not just for this class. Several of the websites (i.e., APA and APS) may also be helpful in general.

How to Think Straight About Psychology

Stanovich, K. E. (2019). *How to think straight about psychology*. (11th ed.). New York: Pearson. ISBN-13:

978-0-13-447862-3.

The book costs about \$65.00 new. An e-version is available for less and used copies are available. For your purposes an earlier edition (which will cost much less) would be fine. The book may not be available at the campus bookstore, but it is easy to purchase on-line.

Helpful Video Series

Dr. Stephen Chew has created a free [video series](#) on study strategies for college students. These are the best videos on the subject that I have found and are a *great* investment of approximately 35 minutes of your time (however, I recommend that you distribute your viewing of them over at least a week).

Nearly everyone can improve their study skills. If you are satisfied with your overall academic performance—that's great. However even if you currently earn the kind of grades you desire, it's likely that some of the strategies Dr. Chew recommends could save you considerable time and effort. In closing, it is unlikely that every technique Dr. Chew discusses will be of use to you; however, I suggest that you view the videos and try at least a few of them.

Helpful Websites

[Academy of Management \(AOM\)](#)

[Association for Psychological Science \(APS\)](#)

[American Psychological Association \(APA\)](#)

[Society for Industrial-Organizational Psychology \(SIOP\)](#)

Bb issues

If you have difficulties with Bb (e.g., trouble submitting assignments) that you are not able to solve yourself, the best thing to do is to contact the [Information Technology Services](#) (ITS) Help Desk; **I can seldom be of help with those matters.**

Reading Assignments

We will be cover roughly one chapter in the text per week. There *may* also be additional readings. It is essential that you keep up with assigned reading; which is good practice in general. I will encourage discussion during class sessions, which will be difficult if you are not current on the reading.

Field Trip(s)

I typically try to arrange a field trip for this class. If we have a field trip attendance will be mandatory.

Format of Assignments

Format of Files

Unless otherwise noted, all written assignments must be submitted **as MS Word docx files, no pdf, Google doc, or other files please!** If the document is not a docx file, I probably won't be able to open it on Bb. **Assignments submitted as anything other than a docx file will be returned to the student. Such assignments may be resubmitted; however, a late penalty will apply.**

Communicating with your Instructor

Students are welcome to call, email, or take advantage of office hours (including appointments outside of office hours) if they need assistance. **By federal law (FERPA) faculty may only communicate with students by email via secure networks (i.e., Jaguar email),** not Gmail, Yahoo, etc.

Students are responsible for activating and using their Jaguar email accounts. If you need help setting up your Jaguar email, call the Information Technology Services (ITS) Help Desk at 210-784-4357 or submit a [service request](#).

Which email address should you use? I may send you messages via Bb, but **I do not monitor it**, so messages sent to that account will not be read. To contact me by email, send messages to gcoulton@tamusa.edu. I will respond to emails within two weekdays (usually sooner). However, please don't send messages after midnight or on weekends and expect an immediate reply. 😊

Format of e-mail messages. Use the following format for emails. In the Subject line -your name, course and section number. **Emails not formatted in this way will be returned unread and will need to be resent.**

Evaluation of Student Performance

Point values of all assignments are provided on the Grade Table which is posted under Syllabus on Bb.

Other Assignments

Other assignments *may* include but are not limited to: Reaction papers; essays; video presentations; and article write-ups. Due dates are on the Course Schedule on Bb. Details about assignments and their point values are available posted on other documents on Bb.

Exams and Quizzes

There will be several exams, and perhaps quizzes, in the course. The questions may be: Multiple Choice, fill-in-the-blank, short answer, and/or short essay. All exams and quizzes will be given in class. Details will be provided on Bb.

Content of Exams/Quizzes

Exams and quizzes will cover assigned chapters in the textbook and may also cover topics raised by Discussion Questions, PowerPoints, videos, and supplemental readings. It is extremely important that you read the text and other assigned readings and study all assigned materials to prepare for exams. **Reviewing the Powerpoint slides (PPTs) does not substitute for reading the textbook!**

Missed Examination Policy

If you have a medical or other emergency situation that will prevent you from taking an exam at the scheduled time, contact your Instructor (or have someone else contact him) ideally *before* the exam deadline. In any case, you (or someone else) must contact the Instructor **no more than 24 hours following the exam** (and supply documentation of the reason you missed the exam) in order to be considered for a make-up exam.

Other Sources of Course Credit

Attendance & Participation

Participation in class is important. Obviously, if you aren't present you can't participate. Each student will be allotted a set number of raw score points for attendance; students with less than four unexcused absences will retain those points. Those who have four or more unexcused absences will lose those points.

Extra Credit Points

Students may earn the equivalent of 5% of the raw score points in the class through extra credit. Extra credit points may be earned in any of three ways: (a) Participation in research studies conducted by faculty or students [SONA points]; (b) by attending relevant university sponsored events (e.g., the Psychology Speaker Series, the College of Arts & Sciences Speaker Series, or talks at academic conferences [when available]); and/or (c) submission of short papers on approved TED talks or other videos from a list provided by the Instructor. Students may accrue up to the maximum number of extra credit raw score points using *any combination* of the activities above.

What is SONA and why should I care? SONA is the software platform that the Psychology Program uses to schedule and keep track of research participation. All students in the course will be enrolled in [SONA](#). Those who wish to participate in experiments or get credit for attendance at sponsored speaker events will need to create an account and monitor the opportunities posted there.

Your Instructor will receive notification of all student's SONA participation at the end of the semester. There is no need to report your participation to your Instructor.

Source of Students' Written Work

Your Instructor requires that all work submitted is generated/created by the students themselves, working individually or in groups (the latter only when specifically indicated). **Students *shall not* have another person (with or without compensation) or entity (Artificial Intelligence [AI]; e.g., ChatGBT) write any portion of any assignment in this course.**

To be very clear, both of the above qualifies as *academic dishonesty* and is a violation of the university's standards of academic integrity. Penalties for academic dishonesty range from a zero on the assignment to suspension or expulsion from the university.

Written assignments in this class will be submitted online via Turnitin. Besides checking for possible plagiarism, **Turnitin also flags submissions suspected of having been generated by AI.** Submissions that are flagged will not be scored until the student meets with the Instructor and provides convincing evidence that they wrote the paper/assignment themselves. Students who do not meet with their Instructor will, *at minimum*, receive a zero on the assignment. Suspected violators who do not meet with the Instructor or who, in the opinion of the Instructor submitted an assignment written by AI, will be reported to the University Administration for further action.

01/16/24