

PSY 199 : Industrial/Organizational Psychology

As Needed

This course is an exploration of how psychology, the science of behavior and mental processes, is applied in the workplace. The field of Industrial/Organizational (I/O) psychology embraces two broad, closely related, and overlapping scientific approaches to the psychology of work. Organizational psychologists work at the level of the organization. Some conduct research, others occupy staff positions, and still others serve as consultants on matters of leadership, job satisfaction, worker motivation, organizational communication, conflict management, organizational change, and group processes. Industrial psychologists work at the personnel, employee relations, and human resources level. They practice psychology within the work setting, are heavily involved with data and statistics, and engage in a variety of activities including recruitment and interviewing, selection and placement, job analysis and evaluation, training and development, performance appraisal, compliance with state and federal laws, and participation in litigation. Both areas of I/O psychology rely on scientific research methods to advance knowledge through the design, implementation, and evaluation of various processes. The focus in this course will be on industrial and organizational psychology, specifically job analysis, description, and evaluation; employee selection; performance evaluation; motivation; job satisfaction; leadership; and group and team development. The course will include reading, writing, discussion, exercises, and research.

Credits 3