San Jose State University
Department of Psychology
Psyc 170, Introduction to Industrial and Organizational Psychology, 01,
Fall, 2010

Instructor: Dr. Neelam Rattan.
Office Location: DMH 318
Telephone: 408-924-5653
Email: Neelam.rattan@sjsu.edu
Office Hours: Tuesday & Wednesday 3:00PM-5:00PM
              Thursday 3:00PM-4:15PM
Class Days/Time: Mondays & Wednesdays 1:30PM-2:45PM
Classroom: DMH 162
Prerequisites: PSYC 1

Faculty Web Page and MYSJSU Messaging (Optional)
Copies of the course materials such as the syllabus, major assignment
handouts, etc. may be found on my faculty web page accessible through the
Quick Links>Faculty Web Page links on the SJSU home page. You are
responsible for regularly checking with the messaging system through
MySJSU (or other communication system as indicated by the instructor).

Course Description
Application of psychological theory, research and methodology to the
work environment. Topics covered include leadership, power, group
processes, motivation, satisfaction and issues in personnel psychology.
Putting it succinctly: I/O can be simply explained as Requirements/Reactions.

This course aims at applying psychological theory, and its research methodology to the work environment. Its emphasis is two-pronged viz., **INDUSTRIAL** covering the issues as job analysis, selection, placement, training. **ORGANIZATIONAL** covering issues like work motivation, job satisfaction, occupational stress, group behavior, leadership, individual differences. This course will focus on service learning.

**Course Goals and Student Learning Objectives**

- To develop analytical and critical evaluation of current I/O theories and practices.
- To stress on the interplay of work motivation, commitment, time management, working in a team as being vital assets for job success.
- To explain the scientist-practitioner model, by training students in conducting scientific inquiry as well as its practical applications.

These course goals and learning objectives will be achieved by the completion of the following assignments and taking the subsequent quizzes.

**Individual Assignments:**

**Exercise 1, due on 30th of August.**
Describe the most recent job that you have held or are working at now. List two reasons for choosing this job. Entail the duties you are required to perform. What would be the role of an I/O psychologist in the organization you work/worked for?

**Exercise 2**
Read the Case Study given on page 56-57 in your text book and answer the five questions given at the end of the study, due on Sept. 6th

**Research Project:**

For the purpose of understanding research methods used in I/O Psychology and to become acquainted with research journals students will be required to prepare a research project. You are to choose a topic that interests you in the field of Industrial/Organizational Psychology. This project is to be done individually. You are to proof-read your paper before turning it in and check your paper for Punctuation, Grammar, Spelling errors. Your paper is to be typewritten, double-spaced, 12 pitch font, one-inch margins, using Times New Roman font and in standard American Psychological Association (APA)
Papers will be graded on content and technical accuracy. Your paper should critically review the relevant empirical research and theory for your topic.

The purpose of a research project is to have you explore a topic addressed in this course in greater detail, help you develop the ability to think critically, integrate materials from a variety of sources, and write clearly about theoretical and/or practical issues. There are two objectives for a research proposal: (a) to conduct an existing body of literature (research) in depth and (b) to come up with your own study to test your hypotheses. The minimum length of the paper should be 8-9 pages long, not including references. Details of this project will be explained in class.

**Group Assignment:** For this students will be divided in to groups. Each group will select a case study given at the end of each chapter in the textbook, answer the questions and prepare PowerPoint presentation of the case study to be presented in class.

**Students are required to read the assigned material before class.**
There will be a total of two class quizzes each comprising of 50 questions, each question being worth 1 point, adding up to a total of 100 points (50x2=100).

There will be one final exam comprising of 75 questions, each question being worth 2 points adding up to a total of 150 points (75x2=150).

**Required Texts/Readings**

**Textbook**


Useful Websites:

[www.apa.org](http://www.apa.org)

[www.siop.org](http://www.siop.org)

**Classroom Protocol**

In this class you are expected to be prepared by doing all of your class readings and assignments. You are expected to be active participants by asking questions, taking notes, and also by interacting with your peers.
Please turn off (not on vibrate) your cell phone. You may not use your laptops in class unless we are doing a particular assignment which requires a laptop. Be considerate toward your peers. Students are expected to show respect for others and their viewpoints. Be courteous. Be punctual.

**Dropping and Adding**

Students are responsible for understanding the policies and procedures about add/drops, academic renewal, etc. Information on add/drops are available at http://info.sjsu.edu/web-dbgen/narr/soc-fall/rec-298.html. Information about late drop is available at http://www.sjsu.edu/sac/advising/latedrops/policy/. Students should be aware of the current deadlines and penalties for adding and dropping classes.

**Assignments and Grading Policy**

**Grading: This will be as follows:**

- Two quizzes                       100 points
- Final exam                        150 points
- Research Project                  100 points
- Case Study Presentations         50 points
- Classroom Participation           50 points
- Possible Total Points             450 points

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<thead>
<tr>
<th>Grade</th>
<th>Range</th>
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<tbody>
<tr>
<td>A-</td>
<td>404-418</td>
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<tr>
<td>A</td>
<td>419-433</td>
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<tr>
<td>A+</td>
<td>434-450</td>
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<td>B-</td>
<td>359-373</td>
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<td>B</td>
<td>374-388</td>
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<td>B+</td>
<td>389-403</td>
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<td>C-</td>
<td>314-328</td>
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<td>C</td>
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<td>C+</td>
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<td>D-</td>
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<td>D</td>
<td>284-298</td>
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<tr>
<td>D+</td>
<td>299-313</td>
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<td>0-268</td>
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Attendance per se shall not be used as a criterion for grading according to Academic Policy F-69-24.
University Policies

Academic integrity

Students should know that the University’s Academic Integrity Policy is available at http://www.sa.sjsu.edu/download/judicial_affairs/Academic_Integrity_Policy_S07-2.pdf. Your own commitment to learning, as evidenced by your enrollment at San Jose State University and the University’s integrity policy, require you to be honest in all your academic course work. Faculty members are required to report all infractions to the office of Student Conduct and Ethical Development. The website for Student Conduct and Ethical Development is available at http://www.sa.sjsu.edu/judicial_affairs/index.html.

Instances of academic dishonesty will not be tolerated. Cheating on exams or plagiarism (presenting the work of another as your own, or the use of another person’s ideas without giving proper credit) will result in a failing grade and sanctions by the University. For this class, all assignments are to be completed by the individual student unless otherwise specified. If you would like to include in your assignment any material you have submitted, or plan to submit for another class, please note that SJSU’s Academic Policy F06-1 requires approval of instructors.

Campus Policy in Compliance with the American Disabilities Act

If you need course adaptations or accommodations because of a disability, or if you need to make special arrangements in case the building must be evacuated, please make an appointment with me as soon as possible, or see me during office hours. Presidential Directive 97-03 requires that students with disabilities requesting accommodations must register with the DRC (Disability Resource Center) to establish a record of their disability.

Student Technology Resources (Optional)

Computer labs for student use are available in the Academic Success Center located on the 1st floor of Clark Hall and on the 2nd floor of the Student Union. Additional computer labs may be available in your department/college. Computers are also available in the Martin Luther King Library.
A wide variety of audio-visual equipment is available for student checkout from Media Services located in IRC 112. These items include digital and VHS camcorders, VHS and Beta video players, 16 mm, slide, overhead, DVD, CD, and audiotape players, sound systems, wireless microphones, projection screens and monitors.

**Learning Assistance Resource Center**

The Learning Assistance Resource Center (LARC) is located in Room 600 in the Student Services Center. It is designed to assist students in the development of their full academic potential and to motivate them to become self-directed learners. The center provides support services, such as skills assessment, individual or group tutorials, subject advising, learning assistance, summer academic preparation and basic skills development. The [LARC website is located at http://www.sjsu.edu/larc/](http://www.sjsu.edu/larc/).

**SJSU Writing Center**

The SJSU Writing Center is located in Room 126 in Clark Hall. It is staffed by professional instructors and upper-division or graduate-level writing specialists from each of the seven SJSU colleges. Our writing specialists have met a rigorous GPA requirement, and they are well trained to assist all students at all levels within all disciplines to become better writers. The [Writing Center website is located at http://www.sjsu.edu/writingcenter/about/staff/](http://www.sjsu.edu/writingcenter/about/staff/).

**Peer Mentor Center**

The Peer Mentor Center is located on the 1st floor of Clark Hall in the Academic Success Center. The Peer Mentor Center is staffed with Peer Mentors who excel in helping students manage university life, tackling problems that range from academic challenges to interpersonal struggles. On the road to graduation, Peer Mentors are navigators, offering “roadside assistance” to peers who feel a bit lost or simply need help mapping out the locations of campus resources. Peer Mentor services are free and available on a drop-in basis, no reservation required. The [Website of Peer Mentor Center is located at http://www.sjsu.edu/muse/peermentor/](http://www.sjsu.edu/muse/peermentor/).
Psyc170, Industrial & Organizational Psychology, 41107, Fall 2010.

The schedule is subject to change with fair notice and how the notice will be made available.

Table 1 Course Schedule

<table>
<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topics, Readings, Assignments, Deadlines</th>
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<tbody>
<tr>
<td>1</td>
<td>25th of Aug.</td>
<td>Chapter 1- The Historical Background of I/O Psychology. Exercise 1 explained.</td>
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<td></td>
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<td>Chapter 3 Criteria: Standards for Decision Making. continued. Case Study presentation. <strong>Exercise 2 due on 8th of September.</strong></td>
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<td>Chapter 4 Predictors: Psychological Assessments.</td>
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<td>5</td>
<td>20th Sept. &amp; 22th</td>
<td>Chapter 4 continued. Case Study presentation.</td>
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<td><strong>FIRST TEST ON 22nd Sept. (Chapters 1-4)</strong></td>
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<tr>
<td>Week</td>
<td>Date</td>
<td>Topics, Readings, Assignments, Deadlines</td>
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<tr>
<td>Sept.</td>
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Chapter 5 continued. Case Study presentation.  
**Paragraph regarding Research Project due** |
Chapter 6 continued. Case Study presentation. |
Chapter 7 continued. Case study presentation. |
Chapter 8 continued. Case study presentation. |
Chapter 9 Teams & Teamwork. **Research Project Due.** |
| 11   | 1st Nov. & 3rd Nov. | Chapter 9 continued. Case study presentation.  
Chapter 10 Organizational Attitudes & Behavior. |
| 12   | 8th Nov. & 10th Nov. | Chapter 10 continued. Case Study presentation.  
Chapter 11 Occupational Health. |
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<thead>
<tr>
<th>Week</th>
<th>Date</th>
<th>Topics, Readings, Assignments, Deadlines</th>
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<tbody>
<tr>
<td>13</td>
<td>15&lt;sup&gt;th&lt;/sup&gt; Nov. &amp; 17&lt;sup&gt;th&lt;/sup&gt; Nov.</td>
<td>Chapter 11 continued. Case study presentation.</td>
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<td>Chapter 13 Leadership</td>
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<td>14</td>
<td>22&lt;sup&gt;nd&lt;/sup&gt; Nov. &amp; 24&lt;sup&gt;th&lt;/sup&gt; Nov.</td>
<td>Chapter 13 Leadership. Case study presentation.</td>
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<td>Chapter 13 continued</td>
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<td>15</td>
<td>29&lt;sup&gt;th&lt;/sup&gt; Nov.</td>
<td>Chapter 14 Union/Management Relations.</td>
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<td>Final Exam</td>
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<td>Final Exam</td>
<td>Chapter 14 continued</td>
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<td>Final Exam</td>
<td>Final Exam</td>
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<tr>
<td>16</td>
<td>6&lt;sup&gt;th&lt;/sup&gt; Dec. &amp; 8&lt;sup&gt;th&lt;/sup&gt; Dec.</td>
<td>Chapter 14 continued</td>
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<td>Case study presentation.</td>
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<td>Final Exam</td>
<td>17&lt;sup&gt;th&lt;/sup&gt; Dec.</td>
<td>12.15PM-2.30PM, DMH 162 (Chapters 9, 10, 11, 13, 14)</td>
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