

## MURRAY STATE UNIVERSITY COURSE SYLLABUS

- I. TITLE: Industrial and Organizational Psychology (PSY 584)
- II. DESCRIPTION: This course is a survey of current theory and research regarding human behavior in industrial and organizational settings. Topics addressed include selection and placement, training and development, motivation, job satisfaction and performance, leadership, and work environments. Students enrolled for graduate credit will be required to fulfill additional requirements.
- III. PURPOSE: This course is designed to give students a working knowledge of the concepts underlying human behavior in organizations. The focus will be on the application of behavioral principles to everyday organizational settings. Upon completion of this course, students should be able to identify problems in organizations and make accurate recommendations for the removal of these problems.
- IV. COURSE OBJECTIVES: Upon completion of this course, students should have a sound understanding of the key psychological principles as applied to business and organizational settings. As stated above, students should be able to make recommendations concerning various organizational problems which have a psychological origin.
- V. CONTENT OUTLINE: See Course Schedule.
- VI. INSTRUCTIONAL ACTIVITIES: This will be primarily a lecture course. However, each week students will break up into groups for a graded group activity. Graded activities are discussed in section IX.
- VII. FIELD, CLINICAL, OR LABORATORY EXPERIENCES: None.
- VIII. RESOURCES: No special resources for this course.
- IX. GRADING PROCEDURES: For all students (i.e., undergraduate and graduate), there will be 2 graded requirements in this course. First, there will be 2 100-point unit tests. Questions will include multiple choice, T/F, matching, short answer, and essay. Second, there will be a 200-point comprehensive final. The final will consist of 50 objective items (2 points each) and 4 25-point essays (students will choose from 5 options). Graduate student tests will be essay rather than objective.

Also, students will form groups at the beginning of the semester. Each group will be asked to construct a make-believe organization. At the end of the class period, the groups will be asked to apply the information discussed in class to their organization. Each group is to record their answers to the questions and they will discuss them with the professor at the end of class (the order of discussion will be random to start and then rotated, e.g., one week you will go first, then second, and so on). Students should keep a copy of their answers for themselves as well, as these will be valuable study tools for the

tests. Each week, the group with the most accurate and innovative answers will receive 2 extra credit points (2 for each member who is present).

Graduate students will be asked to answer the nightly group questions for an actual organization. You will be asked to present your paper to the professor in the form of a presentation at the end of the semester. See me for suggestions and further instructions on this assignment. This assignment is worth 50 points.

Grade Breakdown:

Undergraduate:	Graduate:
360 - 410 = A (90%)	414 - 450 = A (92%)
320 - 359 = B (80%)	382 - 413 = B (85%)
280 - 319 = C (70%)	346 - 381 = C (77%)
240 - 279 = D (60%)	315 - 345 = D (70%)
000 - 219 = E	000 - 314 = E

Seniors: Please notice that you must have at least 240 points (i.e., 60%) at the end of the semester to pass this class. There will be absolutely no deviation from this number. This policy is not impacted by any jobs you may already have been offered. If you are struggling in this course, it is your responsibility to contact the professor to make arrangements to receive additional help.

X. ATTENDANCE POLICY: This course adheres to the policy published in the MSU Undergraduate Bulletin.

XI. ACADEMIC HONESTY POLICY: Cheating, plagiarism (submitting another person's material as one's own), or doing work for another person which will receive academic credit are all impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.

XII. TEXT AND REFERENCES: Wagner, J.A. & Hooley, J.R. (1998). *Organizational Behavior: Securing Competitive Advantage*. Upper Saddle River, NJ: Prentice Hall.

XIII. PREREQUISITES: PSY 180.