

Department:

Psychology

Course Description:

This course provides a survey of industrial and organizational (I/O) psychology, which combines research and practical workplace applications. Students will develop an understanding of the psychological basis of behavior in the workplace and the organizational practices which create a good fit between an employee's skills, abilities and interests and workplace demands. Students will explore topics as staffing, training, motivation, job satisfaction, leadership, teamwork, and work-life balance and will apply course content to case studies.

Course Competencies:

Upon completion of the course, the student should be able to:

1. Describe the major perspectives in the I/O psychology discipline
2. Investigate specific workplace situations and propose solutions supported by data
3. Explain how individuals respond to workplace expectations, alone or within teams, e.g. motivation, collaboration and conflict, job satisfaction.
4. Develop training strategies focused on specific employee and company needs
5. Demonstrate an awareness of cultural and demographic differences within the workplace and the leadership skills required to manage diversity
6. Apply organizational change theory to real-world workplace scenarios

Course Content:

- A. Introduction to industrial and organizational psychology perspectives
- B. Research methods used to study workplace behavior
- C. Measuring work performance
- D. Staffing decisions, hiring, and termination
- E. Recognizing and developing employee skills
- F. Theories of motivation
- G. Worker well-being, stress, and emotion
- H. Fairness and diversity in the workplace
- I. Creating and supporting effective teams
- J. Organizational change

Learning Assessments:

Students will be assessed using a variety of methods, including in-class activities, research papers, case studies, oral presentations, and examinations.

Instructional Materials:

Textbook: *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*, 5th Ed., Wiley, 2016 (ISBN: ISBN-13: 978-1-118-97627-2)

Guidelines for Requesting Accommodations Based on Documented Disability or Medical Condition

It is the intention of Highland Community College to work toward full compliance with the Americans with Disabilities Act, to make instructional programs accessible to all people, and to provide reasonable accommodations according to the law.

Students should understand that it is their responsibility to self-identify their need(s) for accommodation and that they must provide current, comprehensive diagnosis of a specific disability or medical condition from a qualified professional in order to receive services. Documentation must include specific recommendations for accommodation(s). Documentation should be provided in a timely manner prior to or early in the semester so that the requested accommodation can be considered and, if warranted, arranged.

In order to begin the process all students **must** complete the "Disabilities Self-Identification Form" at this link:
<https://highlandcc.edu/pages/disability-services>.

This form can also be accessed at the Highland Community College homepage under Students Services/Student Resources/Disability Service or by contacting the Disabilities Coordinator.

A Note on Harassment, Discrimination and Sexual Misconduct

Highland Community College seeks to assure all community members learn and work in a welcoming and inclusive environment. Title VII, Title IX, and College policy prohibit harassment, discrimination and sexual misconduct. Highland Community College encourages anyone experiencing harassment, discrimination or sexual misconduct to talk to report to the Vice President for Student Services, the Human Resources Director or complete an online report https://cm.maxient.com/reportingform.php?HighlandCCKS&layout_id=1 about what happened so that they can get the support they need and Highland Community College can respond appropriately.

There are both confidential and non-confidential resources and reporting options available to you. Highland Community College is legally obligated to respond to reports of sexual misconduct, and therefore we cannot guarantee the confidentiality of a report, unless made to a confidential resource. Responses may vary from support services to formal investigations. As a faculty member, I am required to report incidents of sexual misconduct and thus cannot guarantee confidentiality. I must provide our Title IX coordinator with relevant details such as the names of those involved in the incident. For more information about

policies and resources or reporting options, please visit the following website:

<https://highlandcc.edu/caffeine/uploads/files/Approved%20Equity%20Grievance%20Policy.pdf>.