

Industrial Psychology

PSY 270
Course Syllabus
Winter 2005

Instructor Information

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Required Texts

Seta, C. E., Paulus, P. B., & Baron, R. B. (2000). Effective human relations: A guide to people at work (Fourth Edition). Boston: Allyn and Bacon.

Ehrenreich, B. (2001). Nickel and dimed: On (not) getting by in America. NY: Henry Holt & Company.

Purpose

Industrial Psychology is a diverse and exciting field of study. This area integrates and applies information from many research areas. Although commonly viewed as primarily an applied area, Industrial psychology is a science where practitioners actively develop and test theories. Thus united with other branches of Psychology, Industrial Psychologists critically analyze the components of human behavior.

In this course we will examine how individual interact with the world of work. Specifically we will explore the reciprocal influence between the job and the individual. With this general goal, the objectives for this course are three-fold:

- To gain an appreciation for theory guided problem solving in organizational settings
- To understand the complex relationship between individuals and their jobs
- To apply this information in helping you understand your relationship with work more fully.

Course Organization

This course is divided into three general sections: Overview; Individual & the Job, and Social Interactions at Work. The Overview section examines the historical and methodological context of the field. In the Individual & the Job section we will review the how individuals related to their jobs by examining perception, personality, motivation, and work attitudes. In the final section, Social Interactions at Work, we will explore issues in working with others including relationships, teamwork, conflict, and stress.

Class Policies

Attendance

Each student is expected to attend all class sessions. If you miss more than two classes, please see me as soon as possible. I reserve the right to adjust your final grade based on your attendance and participation.

Honor Code

Plagiarism: An All-College Policy Enacted by College Senate on May 11, 1977
North Central College Faculty Handbook, Pages 22-24 (Section 2.9.5.2.10)

Plagiarism means the offering of someone else's words, ideas, or conceptions as if they were one's own. Students are indeed encouraged to draw upon the information and wisdom of others, but in the spirit of scholarship they are always expected to state such indebtedness so that a) their own creativity can be justly appreciated and b) their use of sources, like a scientist's experiment, can be verified by others. Plagiarism differs from this productive use of sources in that the similarity of the original and the borrowings is very close; it is acknowledged inexactly or not at all; and it shows little or no creative application by the borrower.

Plagiarism is a prime intellectual offense in that the borrower is faking the learning process. No learning community can thrive if its members counterfeit their achievements, deceive their teachers, and take unfair advantage of their fellow students. Since the integrity of the whole academic community is thus at stake, the penalties are high.

I encourage you to review the college policies on plagiarism.

Snow/Weather Policy

Hopefully we will not miss any days due to bad weather, but if you are unsure about class, please check the blackboard announcements.

Grading

Exams

You will *enjoy* three exams custom designed for this class by your instructor. These exams will consist of definition/example questions, short answer, and essay questions. All exams will be worth 125 points. Please note that all exams are cumulative.

Job Study Project

For this project, worth 50 points, your mission is to apply some of the concepts we are discussing in class to a real person doing a real job. Information concerning the specific content for project is provided on the Job Study Guidelines handout.

To complete this project, you will select a target person currently working in a job (hopefully one that you find interesting). After obtaining the person's informed consent to participate, you will conduct several interviews with that person and administer, score, and interpret several structured questionnaires.

Final papers must conform to APA style. If you have questions about APA style, please see me or visit the course web page.

Please note you may work on these projects independently or as part of a two-person team. If you choose to work as a team, you will be required to submit a short evaluation of the contributions that you and your partner made to the final project and how you think the grade should be distributed.

Interview/Resume Project

For this project you must schedule an interview session with the Career Development Center (CDC). These interviews must take place between weeks 3 & 7 and you should treat this session as an actual job interview. You are expected to arrive on time with your resume. Following this interview, you will receive feedback on the interview (responses to questions, professional demeanor, & attire) and quality of your resume. For the project, you will write a paper evaluating this experience specifically addressing what you have learned. You must include a copy of the CDC feedback. This project is worth 20 points.

Book Review

After reading the book Nickel and Dimed by Barbara Ehrenreich, you will write a review of this text. In this review, you must address (at a minimum) the following areas

- What do you think the main point of the book was and what evidence does she use to support her position?
- Critique the methodology used in this book –what are its strengths and limitations? If you were to address this issue, what would you do differently?
- What issues does this raise for Industrial Psychologists specifically about low wage workers?
- Do you believe that the Federal Government should continue to enforce minimum wage laws? Why or why not? Assuming we will continue to have a minimum wage, how should that wage be set?
- What is your personal reaction to reading this book? What did you learn? Do you agree or disagree with the author's perspective? (Note, you should address some of the criticisms that have been made about this book –see the course blackboard page for some examples).

This project will be worth 35 points.

Short Papers

You will write two short papers in this class. The content of these assignments will be posted on Blackboard. The first two papers will be worth 5 points each and the second will be worth 10 points.

Extensions & Late Papers

All projects are due at the beginning of class on the assigned dates. Any paper coming in after the beginning of class will be considered late and 10% will be deducted from the total available points. *Papers more than two days late will not be accepted unless prior arrangements have been made with the instructor in advance.*

General Paper Format

- Papers must be typed – double spaced
- Use a standard Font (Arial, Times Roman, etc.)
- Use a standard point size (10 or 12)
- Cover page (title, name, & date centered on page) –note this is page 1.
- Page 2: repeat title centered at the top of the page.
- Section headings are encouraged
- Page numbers in the upper right hand corner
- Reference Section starting on a separate page with the word References centered at the top of the page
- Staple your papers (do not use a report cover or other binding)
- Have someone read the final paper before you hand it in (a friend, a teacher, the writing center)

Final Grades

There are a total of 500 points available for this course (375 Exam, 50 projects, 20 resume/Interview, 20 short papers, and 35 Book Review). Grades will be assigned according to the following scheme:

Percentage	Grade	Grade Points
93% - 100%	A	4.00
90% - 92%	A-	3.70
87% - 89%	B+	3.30
83% - 86%	B	3.00
80% - 82%	B-	2.70
77% - 79%	C+	2.30
73% - 76%	C	2.00
70% - 72%	C-	1.70
60% - 69%	D	1.00
0% - 59%	OOPS	0.00

Assigned Readings

All articles are  **Linked Full Text** using Psych info.

	Reading
1	Cascio, W. F. (1995). Wither Industrial and Organizational Psychology in a changing world of work? <i>The American Psychologist</i> , 928-939.
2	Landy, F. J. (1997). Early influences on the development of industrial and organizational psychology. <i>Journal of Applied Psychology</i>
3	Koppes, L. L. (1997). American female pioneers of industrial and organizational psychology during the early years. <i>Journal of Applied Psychology</i> .
4	Dalgin, R., S., Gilbride, D. (2003) Perspectives of people with psychiatric disabilities on employment disclosure. <i>Psychiatric Rehabilitation Journal</i> , 26, 306-310.
5	Hogan, R., Hogan, J., & Roberts, B. W. (1996). Personality measurement and employment decisions: Questions and answers. <i>American Psychologist</i> .

Schedule

Week	Topic	Seta, et. al.	Readings	Assignment
<i>Overview</i>				
1	THE PSYCHOLOGY OF WORK BEHAVIOR <ul style="list-style-type: none"> • Introduction to Industrial Psychology THE SCIENTIFIC PERSPECTIVE <ul style="list-style-type: none"> • Use of evidence 	1	1	Friday: Short Paper 1
2	SHORT HISTORY OF I/O PSYCHOLOGY <ul style="list-style-type: none"> • development of the field WORK <ul style="list-style-type: none"> • Work defined • Why we work 	2	2, 3	Friday: Short Paper 2
3	THE LEGAL PERSPECTIVE EEO, AA, ADA, ETC.	13	4	
<i>The Individual and the Job</i>				
4	PERCEPTION <ul style="list-style-type: none"> • Understanding ourselves and others • Evaluating others <ul style="list-style-type: none"> ○ Interviews ○ Performance evaluation 	3		Monday: Exam 1
5	PERSONALITY <ul style="list-style-type: none"> • Assessment • Person-job fit 	4, 15	6	
6	MOTIVATION <ul style="list-style-type: none"> • Why we work. • Motivating others 	5		Friday: Book Review
7	ATTITUDES <ul style="list-style-type: none"> • Job Satisfaction 	11		Friday Exam 2
<i>Social Interactions at Work</i>				
8	HEALTH & STRESS <ul style="list-style-type: none"> • Physiological effects of work 	14		Friday: Interview Resume Project
9	INTERPERSONAL RELATIONSHIPS <ul style="list-style-type: none"> • At work and beyond 	12		Friday: Short Paper 3
10	TEAMWORK AND CONFLICT	9		Friday: Job Study
11	Exam Week			