

PSYC 2220 – Industrial/Organizational Psychology

Fall 2011

MWF: 9:05 – 9:55: Weber SST, Room 2

Professor: Rustin Meyer, Ph.D.

Office: J. S. Coon 129

Email: rustin.meyer@psych.gatech.edu

Office Hours: Mondays, 2:00-3:00pm

*Any other time by appointment

TA: Carla Burrus

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Office Hours: Thursdays, 2:00-3:00pm

Course Overview

Industrial/Organizational Psychology is the study of human behavior, cognition, and emotion at work. I/O Psychologists study and apply concepts such as employee recruitment and selection, performance appraisal, training, motivation, leadership, job satisfaction, and work stress. Thus, I/O is essentially focused on enhancing our understanding of individual and organizational effectiveness and well-being.

By the end of this course, students should:

- Be aware of the major topics studied by Industrial/Organizational Psychologists
- Better understand the techniques I/O Psychologists use to draw scientific inferences
- Be aware of the major theories and research findings in I/O Psychology
- Better appreciate the complex, socio-psychological dynamics of the modern workplace
- Improve your own work life, as well as those of your coworkers and subordinates
- Be a better consumer of scientific information

Policies and Procedures

Attendance: Attendance is required (and will be taken) on two days: (1) test day; (2) the day after a test. I do this because I believe that students' retention of knowledge is increased by going over the exam and understanding why they missed a given question. Further, this will be your primary opportunity to contest exam questions on the basis of fairness, correctness, and/or clarity. Please note, however, that I reserve the right to additionally reward attendance in whatever way I see fit.

Absences from required days must be documented in accordance with official university policies. If you fail to provide a documented reason for missing an exam, you will receive a score of 0 (zero) for that exam. If you fail to provide a documented reason for missing the day after an exam, 5 (five) percentage points will be deducted from your score for that exam.

Course Materials

Text:

Work in the 21st Century: An Introduction to Industrial and Organizational Psychology (3rd Edition).

Author: Landy & Conte. Publisher: Wiley.

Course Webpage

Grades, announcements, lecture outlines, supplementary readings and other miscellaneous information will be posted on T-Square (<https://www.tsquare.gatech.edu>).

Communicating with the Instructor & TA

Please send all email correspondences to Carla; she will either address your questions or forward those requiring further attention to me as necessary. Please put: 'PSYC 2220' in the subject line to ensure that it is given proper attention. You are also always welcome to speak to me before class, after class, and/or during office hours.

Class Notes

Notes will be posted at least 24 hours before class in .PPT format. It is your responsibility to print them out ahead of time if you so desire. Please email Carla if you have technical problems with T-Square. Please note that the posted lecture notes are only rough outlines and should not be used as a substitute for class attendance, note taking, and reading the assigned pages. Moreover, the slides presented in class will contain more information than those posted on T-Square as a means of rewarding and encouraging class attendance.

Student Evaluation

There will be three exams throughout the semester. Each exam will constitute 25% of your final grade. Anything that happens in class should be considered "fair game" for the exams. This includes (but is not limited to) assigned readings, instructor comments, information from films/activities, and information written on the chalkboard. If you miss class, you are still responsible for this material (e.g., getting it from a classmate). The final exam is not cumulative, in that it covers only the last third of the course material.

There will also be six assignments throughout the semester. Each assignment will be worth 10 points; the average of your best five will constitute the remaining 25% of your final grade (i.e., each assignment will constitute 5% of your overall grade and you are allowed to drop your lowest score). Inadequate spelling, grammar, or usage will result in reduced points. All assignments are due by the end of the final exam (i.e., 10:50am on December 14th, 2011), but you are strongly encouraged to turn them in around the suggested date (see course schedule below). All assignments are accepted via hard-copy only, although you can create a digital record by uploading it to T-Square as proof that you completed it on-time. Any assignments not accounted for by the end of the semester will be given a zero.

Final grades are assigned as follows:

- A = 90% - 100%
- B = 80% - 89.99%
- C = 70% - 79.99%
- D = 60% - 69.99%
- F = 59.99% and below

Make-ups

Make-up exams will only be given in the event of *documented* personal emergencies or *documented* medical illnesses/injuries. Make-ups may differ from the original exam in terms of the number/nature of questions asked and/or question format. It is your responsibility to contact the instructor and/or the office of the Dean of Students (within three weekdays from the day you were absent) if you missed an exam. Failure to do this will result in zero for said exam.

Students with Disabilities

If you require a reasonable accommodation to course policies due to a disability, please inform me within the first two weeks of the semester or within the first week of adding the class, whichever is later.

Academic Integrity

All students are expected to abide by Georgia Tech's official Academic Honor Code. Violations of academic integrity will not be tolerated and will result in failing the course (at a minimum).

Non-Native Speakers of English

During an exam, any student—whether or not he or she is a native English speaker—may ask for the meaning of a word he or she does not understand. Assistance will be provided unless it would compromise the integrity of the exam question. Use of dictionaries during exams is not permitted.

Student Athletes

Student athletes must provide an official schedule of their activities for the entire semester. Failure to do so will preclude opportunities for event-related make-ups. Make-ups will generally not be allowed for events that are not documented on the official schedule. Make-ups for events documented on the official schedule will generally occur *prior to* the regularly-scheduled exam.

Extra Credit

Extra credit can be earned in two ways:

(1) Participating in departmental research. To utilize this option, read the information outlined here: <https://experimetrix2.com/SubjectPool/Guidelinesq.asp>, then follow the instructions provided on <https://experimetrix2.com/GATech> to set up an account and view/sign-up for available sessions. You may participate in a maximum of 10 credit-hours of research; each credit-hour earned will increase your final course percentage by .2%. It is your responsibility to make sure that you are awarded the correct number of credits. If a discrepancy occurs, you should contact the experimenter directly to straighten it out. You will also have to "assign" your allotment of hours to this course and/or the others you are taking. All experiments must be completed, and all credits assigned to this class, no later than Friday December 9th, 2011 at 10:00am. Any credits earned or assigned after this time will not be counted.

(2) Completing research reports. Identify a full-length empirical paper (i.e., not a "research report," theory piece, or qualitative review) from the list of approved I/O journals provided below and write two-page or longer (double-spaced) summary of it. Be sure to discuss its purpose, theoretical underpinnings, methods, statistical analyses, and practical/theoretical implications. If you are unsure as to whether an article that you would like to review is acceptable, I strongly recommend that you ask either myself or Carla to look at it first. Credit is awarded as either full (.5 percentage points), half (.25), or no credit (0), based on the overall quality of the summary. Only stellar reviews will receive full credit. Hard copies of all reports are due by Friday December 9th, 2011 at 10:00am.

You may only review articles published in the following journals: Journal of Applied Psychology, Personnel Psychology, Academy of Management Journal, Organizational Behavior and Human Decision Processes, Journal of Management, Journal of Organizational Behavior, Administrative Science Quarterly, Journal of Occupational and Organizational Psychology, International Journal of Selection and Assessment, Organizational Research Methods, Leadership Quarterly, Small Group Research, Journal of Vocational Behavior, Journal of Occupational Health Psychology, or Human Performance.

*You may mix these two methods to earn an absolute maximum of 2%.

About the Professor

Rustin received his PhD in Industrial/Organizational Psychology from Purdue in 2009. The main goal of his research is to better understand the complex ways in which individuals and the situations they experience interact to affect human behavior at work. He is especially interested in a concept known as "situational strength," the personality variable "conscientiousness," the taxonomic structure of work situations, and improving the psychometric/statistical tools used to study these phenomena.

When not pursuing his academic interests, Rustin enjoys spending time with his wife Hollie, his son Harrison, and his greyhound Moosie, reading, hiking, golfing, and catching up on sleep.

Tentative Schedule of Events*

Date	Topic	Assigned Reading	Special
Part 1 – Foundational Concepts in the Study of Work			
Aug 22	Course overview & The Basics of I/O		
Aug 24	The Basics of I/O	Ch. 1: 4-16	Assign. 1
Aug 26	The Basics of I/O + Some Light History	Ch. 1: 17-40	
Aug 29	Research Methods, Stats, & Psychometrics	Ch. 2: 54-67	
Aug 31	Research Methods, Stats, & Psychometrics	Ch. 2: 68-78	
Sept 2	Research Methods, Stats, & Psychometrics	Ch. 2: 79-88	
Sept 5	Labor Day – No Class	No Class	
Sept 7	Understanding Job Performance	Ch. 4: 174-198	Assign. 2
Sept 9	Understanding Job Performance	Ch. 4: 199-221	
Sept 12	Understanding Job Performance	Ch. 4: 222-227	
Sept 14	Performance Measurement	Ch. 5: 228-237	
Sept 16	Performance Measurement	Ch. 5: 238-251	
Sept 19	Performance Measurement	Ch. 5: 252-260	
Sept 21	Performance Measurement	Ch. 5: 261-273	
Sept 23	Catch Up/Review	Catch Up/Review	Assign. 3
Sept 26	Exam 1	Exam 1	
Part 2 – Industrial Psychology			
Sept 28	Go Over Exam 1	Go Over Exam 1	
Sept 30	Individual Differences – Theory	Ch. 3: 94-103	
Oct 3	Individual Differences – Theory	Ch. 3: 104-114	
Oct 5	Individual Differences – Theory	Ch. 3: 115-120	
Oct 7	Individual Differences – Assessment	Ch. 3: 121-132	
Oct 10	Individual Differences – Assessment	Ch. 3: 133-155	
Oct 12	Individual Differences – Assessment	Ch. 3: 157-169	
Oct 14	Staffing Decisions	Ch. 6: 278-284	Last day for W
Oct 17	October Break – No Class	No Class	
Oct 19	Staffing Decisions	Ch. 6: 286-292	
Oct 21	Staffing Decisions	Ch. 6: 294-305	
Oct 24	Staffing Decisions	Ch. 6: 306-312	
Oct 26	Staffing Decisions	Ch. 6: Catch up	
Oct 28	Situational Strength	Not in book	Assign. 4
Oct 31	Catch Up/Review	Catch Up/Review	
Nov 2	Exam 2	Exam 2	
Part 3 – Organizational Psychology			
Nov 4	Go Over Exam 2	Go Over Exam 2	
Nov 7	Motivation – Intro	Ch. 8: 360-368	
Nov 9	Motivation – Classic Theories	Ch. 8: 369-376	
Nov 11	Motivation – Modern Approaches	Ch. 8: 377-391	
Nov 14	Motivation – Practical Issues	Ch. 8: 393-401	
Nov 16	Attitudes, Emotions & Work	Ch. 9: 404-411	
Nov 18	Attitudes, Emotions & Work	Ch. 9: 412-422	
Nov 21	Attitudes, Emotions & Work	Ch. 9: 423-434	
Nov 23	Attitudes, Emotions & Work	Ch. 9: 436-445	Assign. 5
Nov 25	Thanksgiving – No Class	No Class	
Nov 28	Leadership	Ch. 12: 536-547	

Nov 30	Leadership	Ch. 12: 549-557	
Dec 2	Leadership	Ch. 12: 558-567	
Dec 5	Leadership	Ch. 12: 568-583	Assign. 6
Dec 7	???	???	
Dec 9	Catch up/Review	Catch up/Review	
Dec 14	Final Exam (8:00am – 10:50)	Final Exam	

*The above dates and activities should be considered tentative and subject to change, any changes will be announced at least one class period in advance. **Exam dates, however, will not change.**

All assignments are due by 10:50am on December 14th, 2011—the dates listed above merely indicate when you will likely have enough information to finish the assignment in question.