

Syllabus for IOP-5100

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

COURSE DESCRIPTION

This course presents an overview of psychological theories, principles, and research surrounding the reciprocal influence of individuals on organizations and vice versa. It includes an introduction to the field of personnel psychology as well as topics relevant to human behavior and attitudes in organizations (e.g., work motivation and leadership).

COURSE TOPICS

- History of industrial/organizational (I/O) psychology
- Research methods in I/O psychology
- Personnel psychology
- Organizational attitudes and behaviors
- Occupational health
- Work motivation
- Leadership

COURSE OBJECTIVES

After completing this course, you should be able to:

- CO1** assess the overall goal of I/O psychology;
- CO2** evaluate the various roles that I/O psychologists can play in society;
- CO3** interpret concepts germane to I/O psychology;
- CO4** evaluate the basic research methodologies that I/O psychologists use to study the workplace; and
- CO5** recommend workplace improvements that apply I/O psychological theory and research.

COURSE MATERIALS

You will need the following materials to complete your coursework. Some course materials may be free, open source, or available from other providers. You can access free or open-source materials by clicking the links provided below or in the module details documents. To purchase course materials, please visit the [University's textbook supplier](#).

Required Textbook

- Muchinsky, P. M., & Culbertson, S. S. (2015). *Psychology applied to work* (11th ed.). Summerfield, NC: Hypergraphic Press
ISBN-13: 978-0974934501

Other Materials

- Orientation videos
- Video lectures on course content

Video lectures are available via streaming video technology through the course Web site. See the Video Playlist in the top section of the course space.

COURSE STRUCTURE

Industrial and Organizational Psychology (IOP-5100) is a three-credit online course, consisting of **10** modules. Modules include an overview, topics, learning objectives, study materials, and activities. Module titles are listed below.

- **Module 1: History of I/O**
Course objectives covered in this module: 1, 2, 3
- **Module 2: Research Methods in I/O**
Course objective covered in this module: 4
- **Module 3: Standards for Organizational Decision Making**
Course objectives covered in this module: 3, 5
- **Module 4: Predictors—Assessments for Employee Selection**
Course objectives covered in this module: 3, 4, 5
- **Module 5: Selection Decisions**
Course objectives covered in this module: 3, 4, 5

- **Module 6: Performance Appraisal**
Course objectives covered in this module: 3, 4, 5
- **Module 7: Organizational Attitudes and Behaviors**
Course objectives covered in this module: 3, 4, 5
- **Module 8: Workplace Psychological Health**
Course objectives covered in this module: 2, 3, 5
- **Module 9: Work Motivation**
Course objectives covered in this module: 3, 5
- **Module 10: Leadership**
Course objectives covered in this module: 3, 5

ASSESSMENT METHODS

For your formal work in the course, you are required to participate in online discussion forums, complete written assignments, and take quizzes. See below for details.

Consult the Course Calendar for due dates.

Promoting Originality

One or more of your course activities may utilize a tool designed to promote original work and evaluate your submissions for plagiarism. More information about this tool is available in [this document](#).

Discussion Forums

You are required you to participate in **12** graded discussion forums, as well as an ungraded Introductions Forum in Module 1 of the course.

The discussion forum topics allow for interaction among students and the mentor. The discussions help promote a sense of online community and encourage you to bring your own experiences and insights to bear on the issues and controversies raised in the readings. All discussions in this course are asynchronous, threaded discussions.

Participation in online discussions involves two distinct activities: an initial response to a posted question or topic and subsequent comments on classmates' responses. Meaningful participation is relevant to the content, adds value, and advances the discussion. Comments such as "I agree" and "ditto" are not considered value-adding participation. Therefore, when you agree or disagree with a classmate, a reading, or your mentor, state **and support** your agreement or disagreement. You will be evaluated on the quality and quantity of your participation. Responses and comments should be properly proofread and

edited, professional, and respectful.

To receive credit for your online participation, you must make a substantive contribution to the discussion forum. A "substantive contribution" means writing at least a short paragraph summarizing your ideas or experiences on the topic and responding to at least two other student's contribution in a timely and material way (i.e., expanding on, agreeing with, or disagreeing with a student's response in specific terms). Vague statements of agreement or encouragement will not be considered substantive.

Located within the Evaluation Rubrics folder on the course Web site is the rubric used in the grading of online discussions.

Use the discussion forums freely for public discussion of course topics.



Written Assignments

You are required to complete **eight** (8) written assignments. The written assignments are on a variety of topics associated with the course modules.



Quizzes

You are required to take eleven graded quizzes, plus two ungraded practice quizzes. These quizzes will assess your mastery of terminology and concepts for I/O psychology. All quiz items are multiple-choice. You may use any materials that you like in taking the quizzes.

Statement about Cheating

You are on your honor not to cheat during the exam. Cheating means:

- Looking up any answer or part of an answer in an unauthorized textbook or on the Internet, or using any other source to find the answer.
- Copying and pasting or in any way copying responses or parts of responses from any other source into your online test. This includes but is not limited to copying and pasting from other documents or spreadsheets, whether written by yourself or anyone else.
- Plagiarizing answers.
- Asking anyone else to assist you by whatever means available while you take the exam.
- Copying any part of the exam to share with other students.
- Telling your mentor that you need another attempt at the exam because your connection to the Internet was interrupted when that is not true.

If there is evidence that you have cheated or plagiarized in your exam, the exam will be declared invalid, and you will fail the course.

GRADING AND EVALUATION

Your grade in the course will be determined as follows:

- **Discussion forums (12)**—30%
- **Written assignments (8)**—48%
- **Quizzes (11)**—22%

All activities will receive a numerical grade of 0–100. You will receive a score of 0 for any work not submitted. Your final grade in the course will be a letter grade. Letter grade equivalents for numerical grades are as follows:

A	=	93–100	B	=	83–87
A–	=	90–92	C	=	73–82
B+	=	88–89	F	=	Below 73

To receive credit for the course, you must earn a letter grade of C or higher on the weighted average of all assigned course work (e.g., assignments, discussion postings, projects, etc.). Graduate students must maintain a B average overall to remain in good academic standing.

STRATEGIES FOR SUCCESS

First Steps to Success

To succeed in this course, take the following first steps:

- Read carefully the entire Syllabus, making sure that all aspects of the course are clear to you and that you have all the materials required for the course.
- Take time to read the entire Online Student Handbook. The Handbook answers many questions about how to proceed through the course, and how to get the most from your educational experience at Thomas Edison State University.
- Familiarize yourself with the learning management systems environment—how to navigate it and what the various course areas contain. If you know what to expect as you navigate the course, you can better pace yourself and complete the work on time.
- If you are not familiar with Web-based learning be sure to review the processes for posting responses online and submitting assignments before class begins.

Study Tips

Consider the following study tips for success:

- To stay on track throughout the course, begin each week by consulting the Course Calendar. The Calendar provides an overview of the course and indicates due dates for submitting assignments, posting discussions, and scheduling and taking examinations.
- Check Announcements regularly for new course information.

Using AI Ethically: A Guide for TESU Students

TESU's [Academic Code of Conduct](#) permits student AI use in support of their writing and research process—not as a replacement for original writing. Document AI use with an acknowledgment statement at the end of each assignment, noting the tools and prompts used. Cite any AI-generated content on the References page. Please review [Using AI Ethically: A Guide for TESU Students](#) for more detailed information.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Thomas Edison State University recognizes, values, and relies upon the diversity of our community. We strive to provide equitable, inclusive learning experiences that embrace our students' backgrounds, identities, experiences, abilities, and expertise.

ACCESSIBILITY AND ACCOMMODATIONS

Thomas Edison State University adheres to the Americans with Disabilities Act (ADA, 1990; ADAAA, 2008) and Section 504 of the Rehabilitation Act of 1973. The Office of Student Accessibility Services (OSAS) oversees requests for academic accommodations related to disabilities; a student who is pregnant, postpartum, or a student parenting a newborn who is not the birth parent [as covered under NJSA18A]; and students requesting academic accommodation for a short-term/temporary illness and/or injury. Information can be found on the [Office of Student Accessibility Services](#) webpage and questions can be sent to ADA@tesu.edu.

ACADEMIC POLICIES

To ensure success in all your academic endeavors and coursework at Thomas Edison State University, familiarize yourself with all administrative and academic policies including those related to academic integrity, course late submissions, course extensions, and grading policies.

For more, see:

- [University-wide policies](#)
- [Undergraduate academic policies](#)
- [Undergraduate course policies](#)
- [Graduate academic policies](#)
- [Graduate course policies](#)
- [Nursing student policies](#)
- [Nursing graduate student policies](#)
- [International student policies](#)
- [Academic code of conduct](#)