Preliminary Syllabus

Organizational and Personnel Psychology Summer, 2012

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Class Meets: Tues & Th 12:30-2:25 PM In Scott 119 Mon. & Weds. online 12:30-2:25

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Course Syllabus and Requirements


Course Grading: Exam #1 and Exam #2 are each worth 25 points of your final course grade; and Class Participation (includes Forum postings, Paper & Team Presentation) makes up the other 50 points of your course grade. Note: Bonus Points will be announced.

Attendance/Class Participation: Because this is a Hybrid involvement learning course, lack of participation (including absence) deprives other students (especially those on your team) of your potential contributions. Points toward your attendance/class participation grade will be awarded for each in class and online class period that you attend/participate and for which you are prepared. To improve your Paper’s quality and Team Presentation, keep a course journal and read the “Tips for writing the paper” in the sakai Resources. Since this is a Hybrid class, having reliable internet access for our online sessions is essential.

Attendance-In Class. Attendance at our Tuesday and Thursday class meetings is mandatory. Participation in discussions and group work activities during class meetings is a significant portion of your grade. Given that, a student who misses even just one class is at significant risk of doing poorly in the class. If you are not sure you will be able to attend every class, I strongly suggest you not sign up for this course.

Attendance-Online. You are also required to “attend” class online during our Monday and Weds. class meetings by signing on to sakai and in some cases working with your Teammates on the session’s project (see Teamwork section below). If you are not sure you will be able to sign on to our class every Mon. and Weds, I strongly suggest you not sign up for this class.

Teamwork: Participation. During a number of class sessions you will work with a group of 4 or 5 students (assigned by me) on a project related to the week’s topic.

Online: For some class sessions you are expected to communicate with your group members online during Mon. & Weds. class time (12:30-2:25PM). I will assign each group a Forum location for this purpose. You may also decide together on an additional time(s) when you all agree to sign into your group Forum location (Please note that all posts to Forum locations are archived and visible for my review. I will use them as the basis for your Individual Online Teamwork score. While the atmosphere in the group Forum locations is more informal than for
Threaded Discussions, appropriate etiquette is still required! Finally, you may email your Teammates during the week. Just make sure you include me in any email exchange pertaining to your Teamwork Project so that I can include it in your score. (To insure inclusion in your Teamwork score, please include the words “Teamwork Project” in the subject line of these emails.)

**In Class:** During class on some Tues. and Thurs., you will work with your group to complete projects and eventually do a major presentation to the class.

**Threaded Discussions.** Each week I will post at least 1 question related to the week’s reading. You are required to post at least one response to the week’s topic before midnight of the due date (due date for first week is midnight Weds.) and responses to two classmates’ posts by midnight of the due date. Your discussion posts will be graded for quality. Your posts and responses to the weekly discussions are worth 1.5 points per week, for a total of 10% of your course grade.

**Course Chat Room.** Use the course Chat Room to communicate with me during or at times other than office hours (keeping in mind that everyone can see what everyone else says in this Chat Room – use email to communicate with me privately), and for chatting with your fellow students about the course and the assignments. You do not have to post in the course Chat Room (although I suggest that you do make use of it). Even if you don’t plan on posting in the course Chat Room, you should “stop in” periodically.

**Exams:** The 2 exams will each consist of multiple choice questions drawn from the (R) textbook and lecture.

**Note:** Feel free to read ahead in the (R) text.

**Week 1**

**Week 1 Outline**

May 29th (in class): Intro to IO Psychology

May 30th (online): Explore the field through [www.SIOP.org](http://www.SIOP.org) and use Forum to answer 2 questions about the past and current directions of the field

May 31st (in class): Organizational Dialoguing through your new team assignment and establishing a Team identity

**Week 1 Assignments:**

**Readings:**
Read Chapters 1 & 2

**To be done online on Wednesday, May 30th:**
[SIOP Site Assignment](http://www.SIOP.org)
(Due May 31, 2012 12:00 AM)

**Discussion**
To be done after your first team meeting May 31st
Week 2

Week 2 Outline

June 4th (online):
review an I/O Psych empirical article and answer discussion question in Forum

June 5th (in class):
Methods of I/O Psych and Job Analysis

June 6th (online):
Lecture via "Meetings" in Sakai. Please log in at 12:30. Topics: Selection and Evaluating Performance

June 7th (in class): Theories of Leadership; Situational Leadership Activity

Week 2 Assignments:
To be done by June 4th

IO Article
(Due Jun 4, 2012 11:55 PM)

Week 2 Discussion

Readings:
Read Ch. 3 for class on June 5th

Read Ch 4 and 5 for June 6th. Don't forget to read over the "50 Questions" in sakai Resources.

Read Ch 12 and "Situational Leadership" Resource for June 7th
situational_leadership.pdf

Journal #2
(Due June 10, 2012 5:00 PM)

Week 3

Week 3 Outline

June 11th (online):
Values Exercise, Activity 4-2 and answer discussion question in Forum.

June 12th (in class):
Training and Development; Review for Midterm

June 13th (online): Individual Differences; Five Factor Theory

June 14th (in class): Midterm Exam (emphasizing Chs. 1-6 & 12; Situational Leadership)
**Week 3 Assignments:**
To be done by June 11th

https://sakai.rutgers.edu/access/content/group/d7260ba7-d95a-41f8-ab9b-cbb9103146c5/activity_4-2.pdf

**Week 3 Discussion**

**Journal #3**
(Due June 13, 2012 5:00 PM)

Read Ch. 6 for class on June 12th.
To be done for class on June 13th

www.personal.psu.edu/j5j/IPIP/ipipneo300.htm