

01:830:373:02
Organizational and Personnel
Psychology
Spring, 2014
Meets Tues.1:20-2:40 Tillett 230
& online

Dr. John R. Aiello
Tillett 621, Tel: 848-445-2592
Office Hrs: Th 2-3:15 & BA
E-Mail:Jack.Aiello@gmail.com
Web site: <http://jraiello.webnode.com>
(Schedule below subject to change.
Check class sakai site for changes.)

Course Syllabus and Requirements

Required Text:

Riggio, R.E. (2013). *Introduction to Industrial/ Organizational Psychology*.
6th edition. Upper Saddle River, NJ: Pearson Prentice Hall.

Course Grading:

1/2 of your course grade will be determined by your performance on the 3 Quizzes(16.67 points each). The other 1/2 will be earned as a function of your individual and team reports and individual attendance/class participation/performance (50 points).

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 final course grade will be awarded for each class period and outside meeting that you attend/participate with your group and for which you are prepared (1/2 the points if you are late or have to leave before the end of class). The remaining portion of your grade will be generated by your active involvement in our sessions and your Team's presentations (especially the ones scheduled for 11/19).

Optional Term Paper:

A typed paper of approximately 5-15 pages will be due in your drop box by **11/11**. The assignment will be to apply course concepts to the interactions of your team. Papers will be graded upon the ability to make **extensive** application of theories and concepts (i.e., to show how course concepts apply) to your group's interactions. Written instructions and guidance for writing the paper and keeping a journal are contained on our sakai site and will be further discussed in class. Keeping a course journal will greatly enhance your writing the paper. **Papers will not be accepted after 11/11.**

Exams:

Because of class size, the quizzes will each consist of approximately 50 multiple choice questions drawn primarily from the textbook and my lectures/our discussions.

Bonus Points:

Bonus points toward the exams will be awarded as a result of your and your Team's activities and will be further described in class. There will be three types of bonus point assignments: Threaded Discussion Questions, Application Assignments, and individual/group opportunities. Threaded Discussion Questions will be posted on sakai following specific lectures. To get full credit for a TD Question you must answer the question posted for the week and reply to the comments of **two other classmates** before the due date. The TDs

(open 9/6) **are required.** The second type of bonus point activity is the Application Assignment. Application Assignments are questions that are meant to help you further apply course material to your group experience. To get full credit you must respond to the questions in paragraph form and directly relate the questions to your group/prior experience. TDs and Application Assignments will be due one week after they are assigned. The third type of bonus point assignment is individual/group opportunities. These will be presented and explained in class.

Note: While it is encouraged to include examples from outside of class for your application assignment, you **MUST** include examples from your class group work.

Additional Note:

Assignments are to be completed prior to coming to the sessions for which they are listed. Feel free to read ahead in the text.

For weekly assignments see our 373 Sec. 2 sakai site.

Course Schedule

Week 1

January 21 Cancelled due to snow.

Week 2

Jan. 28th (in class): Review syllabus and Sakai, Introduction to I/O Psychology; Activity 2-1 Organizational Dialoguing; Your new team assignment, establishing a Team identity.

Week 3

Feb. 4th In Class: Leadership, Situational Leadership viewed individually, then in class Team exercise

Due this week: Journal Entry 1, Threaded Discussion #1 (postponed until 2/11)

Read chapter 12 for next class

Week 4

Feb. 11th In class: Group/Team Processes

Due this week: Read chapter 12, Review Group Development, Journal 2, Application Assignment #1

Week 5

Feb. 18th In class: Communication: Activity 12-1, Task 2 to be done in class in teams

Due this week: Application Assessment 2; & 3, Complete Activity 12-1 Task 1 individually, Complete "50 Questions" Questionnaire, Journal # 3, SIOP Assignment (extra credit), I/O Article (extra credit), Journal # 3 (extra credit)

Week 6

Feb. 25th In class: Quiz # 1 (emphasizing chapters 1, 2, 11, 12 and 13)

Read Ch. 8, Open systems view of organizations for next week

Due this week: Journal 4 & 5

View Motivation online lecture.

Week 7

March 4th In class: Motivation.

Due this week: 5 factor scale, Team meeting; prepare Slade Case (Activ. 10-2) Task 1 and 3 and Activity 10-3, Task 1 (individually) and then in class complete case analysis and motivation theory application as a team.

Week 8

In class (March 11th): Job Analysis; Selection; Evaluating Performance

Due this week: Journal # 6

Week 9

March 25th In class: Quiz #2 (Ch. 3, 4, 5, 6, 8 & Slade Case and Open Systems reading emphasized)

Read Chapters 7, 9 and 10, view recorded lectures online for next week

Week 10

In class (April 1st): Karen Leary Role Play/ Dan Dunwoody

Read Chapter 14 for next week

View Chapter 14 Online Lecture

Due This Week: Karen Leary 1-2 page report, Threaded Discussion 3

Week 11

In class (April 8th): Activity 15-4 (As a Team), Prepare for Team Presentations.

Due this week: Activity 15-4 Task 1a & b completed individually/submitted before 11/5 Team meeting, Journal #7

Week 12

In class (April 15th): Team Presentations Day 1: Teams 1 & 2.

Due this week: Required Journal # 8, Power Point slides and Activity 15-4, Task 2, Application Assignment 3

Week 13

In class (April 22nd): Team Presentations Day 2

Week 14

In class (April 29th): Quiz # 3 (Chapters 7, 9, 10, 14 & 15 emphasized)

Due this week: Journal #9