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Organizational and Personnel  
Psychology  
Spring, 2015

Meets T & Th 3:20-4:40  
in Tillett 230

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://www.rci.rutgers.edu/~jraiello>  
(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:

45% of your course grade will be determined by your performance on the 3 Quizzes (15 points each). The other 55% will be earned as a function of your individual and team reports and individual attendance/class participation/performance (55 points).

### Attendance/Class Participation:

Because this is an 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 the Team meeting). The remaining portion of your grade will be generated by your active involvement in our sessions and your Team's presentations (especially the one scheduled for 4/14 & 16).

### Optional Term Paper:

A typed paper of approximately 5-15 pages will be due in your drop box by **4/7**. 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 4/7.**

### Quizzes:

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 (see our sakai site for sample questions).

### Bonus Points:

Bonus points toward the quizzes 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 cogently answer the question posted for the week and reply to the comments of **two other classmates** before the due date.

The first TD (open 1/22) **is required**. The second type of bonus point activity is the Application Assignment. Application Assignments are questions that are meant to help you draw from your experience and 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. TDs and Application Assignments typically 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 Team 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.

<u>Session</u>	<u>Topic</u>	<u>Assignment</u>
T 1/20	Overview of Syllabus, Intro to I/O Psych	----
Th 1/22	Methods of I/O; Roots of I/O; <i>Present and Future of I/O Psych</i>	Ch. 1, 2 <i>Threaded Discussion (a.k.a TDs) 1 open (due 1/29)</i>
T 1/27	Activity 2-1 Org. Dialoguing (Team Assignment)	Ch. 1; <i>SIOP extra credit assignment open; I/O Article open (both due by Feb. 17)</i>
Th 1/29	Activity 1-2 and Activity 2-3 Group 2-3 Report; First Outside Team Meeting	<b>Submit Initial Journal Entry;</b> Prepare Act. 1-2, Task 1; <i>Application Assignment (a.k.a. App As) #1 Open, Due 2/5</i>
T 2/3	Leadership	Ch. 13; Prepare Sit.Leadership <i>In sakai Resources</i>
Th 2/5	Group/Team Processes	<b>(Online lecture to be viewed before class)</b> Ch. 12; <i>App. A 2 Open, Due 2/12</i>
T 2/10	Communication: Act. 12-1	Ch. 11; Prepare Act. 12-1, Task 1; 50 questions; <i>App A 3 Open, Due 2/17</i>
Th 2/12	Complete Activity 4-2, Task 2, Complete Activity 4-2, Task 2.	Complete & Submit Task 1 of Act.4-2,4-4; <b>Outside Meeting</b>
T 2/17	Act. 4-2,4-4 Debrief; Job Analysis Review for Hrly # 1	Ch. 3
Th 2/19	<b>Quiz #1</b>	<b>Ch.1,2,3,11,12,&amp;13(emphasized)</b>

<u>Session</u>	<u>Topic</u>	<u>Assignment</u>
T 2/24	Employee Screening and Selection Indiv.Difs.& Assessment	Ch.4 & 5; Complete 5 Factor Scale(print & bring to class) <a href="http://www.personal.psu.edu/j5j/IPIP">http://www.personal.psu.edu/j5j/IPIP</a>
Th 2/26	Motivation 2 <sup>nd</sup> Outside Team Meeting	Ch. 8; Read Slade Case, Task 1; Activity 10-3 Task 3; <b>(online lecture on sakai to be viewed before class)</b>
	Preparation: Case analysis using assigned theoretical perspective (Act. 10-2); then 10-3 using assigned Alternative 1 or 2.	
T 3/3	Slade Case Team Reports	Prepare, Submit 10-2 & 10-3
Th 3/5	Evaluating Performance	Ch. 6
T 3/10	Training & Development Review for Quiz #2	Ch. 7; TD #2 Open, Due 3/24
Th 3/12	Guest Lecturer: Kathi Love, Former CEO of MRI	<i>A Class Divided</i>
<b>3/17 &amp; 3/19 Enjoy Your Spring Break</b>		
<b>T 3/24</b>	<b>Quiz #2</b>	<b>Ch. 4,5,6,&amp; 7(emphasized); Optional Paper Open (due 4/7)</b>
Th 3/26	Positive and Negative Employee Attitudes; Job Satisfaction, Stress	Ch. 9 & 10; TD#4 open, Due 4/3: <b>(online recorded lectures on Sakai to be viewed before class)</b>
T 3/31	Activity 5-3 Karen Leary Role Play	<b>Read Karen Leary Case, Submit 1 page Case Notes</b>
Th 4/2	Perception: Team Activity (Dan Dunwoody); Act. 11-1; Influence, Power & Politics	Prepare Act. 11-1, Task 1 Ch. 14; <b>(online 1 lecture to be viewed before class)</b>
T 4/7	Org. Structure, Culture, and Development; Begin Pres. Prep	Ch. 15; <b>Optional Paper Due; TD #3</b> open, Due 4/15
Th 4/9	Activity 15-4(3rd Outside Meeting)	Prepare Act.15-4, Task 1 and Team Presentation
<b>T 4/14</b>	<b>1) Team Presentations Teams 1, 2, &amp; 3</b>	<b><u>All Teams must submit Act. 15-4</u> <u>(Climate Attribute Scales),</u> <u>Overview, &amp; Overheads/Slides</u></b>
<b>Th 4/16</b>	<b>2) Team Presentations Teams 4, 5, 6 &amp; 7</b>	

<u>Session</u>	<u>Topic</u>	<u>Assignment</u>
T 4/21	Review for Quiz #3 <b>Bonus Team Activity</b>	-----
<b>Th 4/23</b>	Presentation Debriefing And Feedback Session 3 <sup>rd</sup> Outside Team Meeting	Review Instructor/class Feedback Submit 1 page Team Report Summarizing Debriefing/Feedback Session
Th 4/28	<b>Quiz #3</b>	<b>Ch. 8, 9, 10, 14, &amp; 15 (emphasized)</b>
T 4/30	Activity 15-6	Final Team/Class Meeting