

01:830:373:02
Organizational and Personnel
Psychology
Fall, 2016
Meets Tues. 5-6:20 & online
Meets in Tillett 111

Dr. John R. Aiello
Tillett 621, Tel: 848-445-2592
Office Hrs: Th 2-3:10 & 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 (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 (virtual) 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 ones scheduled for 11/29 & 12/6).

Optional Term Paper:

A typed paper of approximately 5-15 pages will be due in your drop box by **11/15**. 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 11/15.**

Exams:

Because of class size, the quizzes will each consist of approximately 50 multiple choice questions drawn primarily from the textbook, readings, 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 at least **two other classmates** before the

due date. Two of the 3 TDs (first opens 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 and submitted via sakai 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.

01:830:373:02 Lecture Schedule

<u>Session</u>	<u>Topic</u>	<u>Assignment</u>
<u>Week 1</u>		
T 9/6	Overview of Syllabus and Sakai Site, Intro to I/O Psych(Methods and Roots of Industrial/Organizational Psychology; Threaded Discussion 1)	Read Chap 1 and 2
<u>Week 2</u>		
T 9/13	Leadership, Situational Leadership View Online Group Process (Ch12) Lecture	Read Chap 12,
<u>Week 3</u>		
T 9/20	Group/Team Processes Review Group Development	Chap 12 reading,
<u>Week 4</u>		
T 9/27	Communication, Values Activity and Team Building	Chap 11 for 9/27
<u>Week 5</u>		
T 10/4	Quiz #1 (emphasizing Chap 1,2,11,12,and13) Open systems views of organizations, Slade Case, view Motivation online lecture before Oct 11th class,	Chap 8: Open systems view of Organizations Slade Plating Case
<u>Week 6</u>		
T 10/11	Motivation. Team meeting: prepare Slade Case Complete 5 Factor Assessment scale	Chap 3,4,&5 5 Factor Scale
<u>Week 7</u>		
T 10/18	5-Minute Presentation by Teams on Motivation "Corner Office" Theories; Job Analysis; Job Analysis and Job at Google Personal Video	Chap 3.4.&5
<u>Week 8</u>		
T 10/25	Selection; Evaluating Performance; Review for Quiz 2, Job Analysis & Personal Space Video	Chap 6 for class 10/25
<u>Week 9</u>		
T 11/1	Quiz#2 (Chap 3,4,5,6,8) Slade Case, Open Systems Corner Office and Job at Goggle (readings emphasized)Watch : "A Class Divided", view lectures for 6,9,19 online, Read/Submit Karen Leary case and Dan Dunwoodie case	Chap 7, 9, 10 week of Nov1

Week 10

T 11/8

Karen Leary Role Play/Dan Dunwoody.
Begin Prep for Team Presentation.
Karen Leary 1-2 page report

Chap 14 week of Nov 8

Week 11

T 11/15

Organizational structure, Culture, and Developmental;
Prepare for Team Presentation

Week 12

T 11/29

Team Presentations Day 1(Teams 1& 2)

Week 13

T 12/6

Team Presentations Day 2 (Teams 3 & 4)
Presentation Debriefing Online Meeting
Chapter 15 on line lecture
Organizational structure, Culture, and Development
Review for Quiz 3

Chap 14, 15; Class Feedback

Week 14

T 12/13

Quiz#3 (Chap 7,9, 10, 14 & 15, "Class Divided" video
and Kathi Love Blogs emphasized