

01:830:373:02 Dr. John R. Aiello
Organizational and Personnel Tillett 621, Tel: 848-445-2592
Psychology Office Hrs: Th 2-3:10 & BA
Spring, 2017 E-Mail: Jack.Aiello@gmail.com
Meets Tues. 1:40-3:00 & online **Web site:** <http://www.rci.rutgers.edu/~jraiello>
Meets in Tillett 230 (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 your individual attendance/class participation/performance.

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 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 4/11 & 18).

Optional Term Paper:

A typed paper of approximately 5-10 pages will be due in your drop box by **4/4**. 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 4/4.**

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 1/17) **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.

Weekly assignments

Week 1

January 17 (in class):

Review syllabus and guided tour of our sakai site, Introduction to I/O Psychology.

• Due next week:

- Thread ed Discussion #1

Week 2

Jan. 24th (in class)

2-1 Organizational Dialoguing; Your new team assignment, establishing a Team identity.

- Please refer to [Assignments 2](#) to do:

SIOP bonus

IO Article

Week 3

Jan. 31st (In Class):

Leadership, Situational Leadership viewed individually, then in class Team exercise

Due this week:

- **Required** Reading the sakai Resource "Situational Leadership"
- Required Journal # 1
- Threaded Discussion 1

Due next week:

- Read Ch. 12
- View Online Group Process (Ch. 12) Lecture
- Application Assignment 1

Week 4

Feb. 7th (In class):
Group/Team Processes

Due this week:

- Read chapter 12 and view Ch. 12 Screencast (Voice over Power Point Lecture)
- Review Group Development
- Journal 2
- Application Assignment #1

Due next week:

- Application Assignments 2
- Journal #3
- Complete Activity 4-2, Task 1 and Activity 4-4, Task 1 (individually for homework)
- SIOP Bonus
- I/O Article Bonus

Week 5

Feb. 14th (in class):
Communication: Activity 12-1, Task 2 to be done in class in teams

Due this week:

- Application Assmt 2
- Complete Activity 12-1 Task 1 individually
- Complete "50 Questions" Questionnaire
- Journal # 3
- SIOP Assignment (extra credit)
- I/O Article (extra credit)
- Complete Activity 4-2, Task 1 and Activity 4-4, Task 1 (individually for homework)

Due next week:

- Team online meeting during the week to complete Values Activity and Team Building Exercise
- Then online Teams will complete Activity 4-2, Task 2 and Activity 4-4, Task 2 & 3.
- Journals #4 & #5
- Application Assignment 3

Week 6

Feb. 21st (in class):
Quiz # 1 (emphasizing chapters 1, 2, 11, 12 and 13)

Due this week:

- Journal 4 & 5

Due next week:

- Read Ch. 8, "Open systems view of organizations"

- Slade Case, (Complete Act. 10-2, Tasks 1 & 3 individually).
- Complete Act. 10-3, Task 1 done individually
- View Motivation online lecture before submitting Individual 10-2 & 10-3.

Week 7

Feb. 28th (In class):

Motivation.

Due this week:

- 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.
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- **Due next week:**
- Complete 5 Factor Assessment scale (click on: <http://www.personal.psu.edu/j5j/IPIP/ipipneo120.htm>).
- Journal #6

Week 8

March 7th (In class):

Job Analysis; Selection; Evaluating Performance

Due this week:

- Journal # 6
- Selection at Google
- *Harper's* Article on Monitoring

Due "next" week (March 21st):

- Threaded Discussion # 2
- Job Analysis Bonus Activity
- Personal Space Video

Week 9

March 21st (In class):

Quiz #2 (Ch. 3, 4, 5, 6, 8 & Slade Case and Open Systems, Selection at Google, and *Harper's* Monitoring article readings emphasized)

Due next week:

- Watch "A Class Divided"
- Read Chapters 7, 9 and 10, view recorded lectures online;
- Read/Submit Karen Leary case
- Threaded Discussion # 2

Week 10

March 28th (In class):

Karen Leary Role Play/ Dan Dunwoody

Due This Week:

- Karen Leary 1-2 page report submit through sakai
- Read Dan Dunwoody case and bring your notes to class
- Threaded Discussion 2

Due next week:

- Read Chapter 14
- View Chapter 14 Online Lecture
- Activity 15-4 Task 1
- Preliminary planning for Team Presentation.
- Journal #7
- Optional Paper (Due 4/4)

Week 11

April 4th (In class):

Activity 15-4 (As a Team), Prepare for Team Presentations.

Due this week:

- Activity 15-4 Task 1a & b completed individually/submitted before 4/4 Team meeting; Teams should begin this process before 4/4 and continue after 4/4 (make time for rehearsal).
- Journal #7
- Optional Paper

Due next week:

- Required Journal # 8
- Application Assignment 3
- Team Act. 15-4, Task 2
- Team Pres. Outline and Slides

Week 12

April 11th (In class):

Team Presentations Day 1: Teams 1 & 2.

Due this week:

- **Required** Journal # 8
- Presentation Outline, Power Point slides and Activity 15-4, Task 2 for all 4 Teams
- Application Assignment 3

Due next week:

Ch. 15, View Online Lecture

Week 13

April 18th (In class):

Team Presentations Day 2, (Teams 3 & 4); Begin Activity 15-4, Task 2 Feedback session

Due this week:

- Read Ch. 15
- View Online Lecture
- Guest Lecture Bonus

Due next week:

- Presentation Debriefing Continued in class/Online Meeting: Review class and Instructor feedback, discuss what improvements would have enhanced your Presentation, and conduct Act. 15-4, Task 2 Feedback session, providing feedback to each Team member about his/her strengths/areas where s/he could be stronger in Team interactions.
- Submit **Debriefing Session Team Report** *following* online meeting
- Journal #9

A Class Divided

Week 14

April 25th (In class):

Quiz # 3 (Chapters 7, 9, 10, 14 & 15, and "A Class Divided," and What was Volkswagen thinking article emphasized)

Due this week:

- Journal #9
- Team Debriefing Report
- Hybrid Course Assessment Bonus
- "A Class Divided"
- What was Volkswagen thinking