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Dr. John R. Aiello

Organizational and Personnel

Tillett 621, Tel: 848-445-2592

Psychology

Office Hrs: Th 2-3 & BA

Spring, 2019

E-Mail:Jack.Aiello@gmail.com

Meets Tues.1:40-3:00 & online **Web site:** <http://www.psych.rutgers.edu/~jraiello>

Meets in Tillett 103B (Schedule below subject to change. Check class sakai site for changes.)

Required Text:

Riggio, R.E. (2018). *Introduction to Industrial/ Organizational Psychology.*

7th edition. Upper Saddle River, NJ: Pearson Prentice Hall.

Course Grading:

60% of your course grade will be determined by your performance on the 2 Quizzes(30 points each). The other 50% will be earned as a function of your individual and team reports and your individual attendance/class participation/performance (40 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 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 4/30).

Optional Term Paper:

A typed paper of approximately 5-10 pages will be due in your drop box by **4/2**. 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 4/2.**

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

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

Week 1 Outline

Jan. 22 (in class): Review syllabus and sakai, Introduction to I/O Psychology; Activity 2-1 Organizational Dialoguing;

(Out of class): Methods and Roots of Industrial/Organizational Psychology

Week 1 Assignments:

Readings Read Chapter 1, 2 and 13

Week 2 Outline

Jan. 29th: Leadership, Situational Leadership viewed individually, then in-class Team exercise

During the week: Read Ch. 12; View Online Group Process (Ch. 12) Lecture

Week 2 Assignments

To be read before class on Jan. 29th (in addition to Ch. 13):

[situational_leadership.pdf](#)

To be viewed before class on Feb. 5th:

[Chapter 12 - Group Process.mp4](#)

Week 3 Outline

Feb. 5th: (In Class) Group/Team Processes; Your new team assignment.

Due this week: Chapter 12 reading, review Group Development.

Week 3 Assignments

Reading: Chapter 12 for class on Feb. 12th

To be viewed online before class Feb. 12th

[Chapter 12 - Group Process.mp4](#)

[Group Development](#)

Week 4 Outline

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

Due this week: Complete Activity 12-1 Task 1 individually; Complete "50 Questions"; and the "Big Data," "Most inappropriate interview," and "How to get a job at Google" readings by Feb. 12th.

Due Next Week: View "A Class Divided" and note 3 things that surprised you. Have you ever felt like you were "wearing a collar? "How was performance affected? Why?"

<http://www.pbs.org/wbgh/pages/frontline/shows/divided/>

Week 4 Assignments

Reading:Chapter 11 for Feb. 12th

[CORNER OFFICE.docx](#)[In Head-Hunting, Big Data May Not Be Such a Big Deal.docx](#)

[SundayReview.docx](#)[How to Get a Job at Google.docx \(1\)](#)

[Most Inappropriate Job Interview Ever What to do.docx](#)

To be completed before class Feb. 12th, Bring your notes on these to class:

[activity_12-1.pdf](#)

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[50 Questions.pdf](#)

• **To be completed during the week:**

Week 5 Outline

Feb. 19th:

Week 6 Outline

Feb. 26th: Quiz # 1 emphasizing Ch. 1, 2, 3, 11, 12, & 13, Personal Space (Aiello Clip) Video, Situational Leadership, Group Development, Job at Google, Big Data, and Most Inappropriate Interview.

During the week: Complete 5 Factor Assessment scale (click on <http://www.personal.psu.edu/j5j/IPIP/ipipneo120.htm>).

Read Chapters 4, & 5. Review 5 Factor scale

Week 6 Assignments

Reading (for the class on March 5th):

Chapter 4 and 5 **for the class on March 5th**

[riggio_ppt_ch03.ppt](#)

[riggio_ppt_ch04-5.ppt](#)

Complete 5 Factor Assessment scale (go online for Five Factor assignment below - bring a copy of results to class):

Go to <http://www.personal.psu.edu/j5j/IPIP>

[Five Factor Results](#)

Job Analysis; "Class Divided;" Review for Hourly # 1.

During the week: Read Ch. 3, Review Ch. 1, 2, 3, 11, 12, & 13, Personal Space (Aiello Clip) Video, A Class Divided, Situational Leadership, Group Development, Job at Google, Big Data, and Most Inappropriate Interview

Week 7 Outline

March 5th: Selection

During the week: Read Ch. 6.

Week 7 Assignments

Reading:

Chapter 4, & 5 "Corner Office" and "Job at Google" for class March 5th

[CORNER OFFICE.docx](#)[In Head-Hunting, Big Data May Not Be Such a Big Deal.docx](#)

[SundayReview.docx](#) [How to Get a Job at Google.docx](#)

Week 8 Outline

March 12th: Evaluating Performance (in addition to the text chapter read the Harper's article, "Human costs of monitoring"); Training & Development.

During the week: Watch screencast of "Motivation" and read the Motivation text chapter & "A systems view ...".

Week 8 Assignments

Reading:

Chapters 6 and 7 and Harper's article, "Human costs of monitoring" for class March 12th.

[riggio_ppt_ch06.ppt](#)

Read the **Harper's** Magazine article on "the Human Costs of Workplace Monitoring

Week 9 Outline

March 26th: (In Class) A discussion of Motivation in the Workplace.

Due this week: Chapter 8 and the "Open Systems View of Organizations." Make sure to view the Ch. 8 Screencast before our class session.

During the Week (for class on April 2nd) Chs. 9 & 10; Karen Leary and Dan Dunwoody (Act. 11-1) cases. Complete the Optional paper, if you choose to do it.

Week 9 Assignments

Reading

Chapter 8 and the "Open Systems View of Organizations" for class on March 26th.

To be viewed online before class March 26th

[Chapter 8 - Motivation.mp4](#)

• Week 10 Outline

April 2nd: Job Satisfaction and Stress; Karen Leary Role Play/ Dan Dunwoody.

Due This Week: Chs. 9 & 10; Karen Leary and Dan Dunwoody (Act. 11-1) cases; **submit Optional Paper**

Due During the week: Read Ch. 15., view my lecture (the Screencast), and begin preparing for review for Hourly # 2.

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Week 10 Assignments

[karenleary.pdf](#)

Reading

Chapter 9 & 10 and the 2 cases: Karen Leary and Dan Dunwoodie (Activ. 11-1)

Week 11 Outline

April 9th: Organizational Structure, Culture, and Development; Transformational Agility; Review for Hourly # 2.

Due this week: View Ch. 15 screencast and Read Ch.15, Prepare for Hourly # 2.

Week 12 Outline

April 16th: Hourly # 2

Due this week: Chs. 4-10, & 15 and Harper's Monitoring article, Job at Google, Five Factor Scale, Open Systems View of Organizations, Leary and Dunwoodie Cases.

Week 13 Outline

April 23rd: Team Meeting to Prepare Team Presentation

Due this week: Activity 15-4, done individually for the meeting and then as a Team during the meeting. Make sure to thoroughly review your journal entries for this meeting.

Week 14 Outline

April 30th

Team Presentations: Teams 1, 2, 3, & 4. Give me a copy of your powerpoints and Presentation Outline before our class session begins.