

01:830:373
Organizational and Personnel
Psychology
Fall, 2011
Meets T & Th afternoons
Sec. 1 meets in LCB 103
Sec 2 meets in LSH B269

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(Schedule below subject to change.
Check class sakai site for changes.)

Course Syllabus and Requirements

Required Text:

Riggio, R.E. (2008). *Introduction to Industrial/ Organizational Psychology*.
5th edition. Upper Saddle River, NJ: Pearson Prentice Hall.

Course Grading:

2/3 of your course grade will be determined by your performance on the 3 hourly exams (22 points each). The other 1/3 will be earned as a function of your individual and team reports and individual attendance/class participation/performance (34 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 class). The remaining portion of your grade will be generated by your active involvement in our sessions and your group's presentations (especially the one scheduled for 11/17 & 22).

Optional Term Paper:

A typed paper of approximately 5-15 pages will be due in your drop box by **11/10**. 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 (in the Drop Box) after 11/10.**

Exams:

Because of class size, the exams will each consist of approximately 50 multiple choice questions drawn primarily from the textbook and my lecture/ our discussion.

Bonus Points:

Bonus points toward the exams will be awarded as a result of your and your group's activities and will be further described in class.

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>
Th 9/1	Distribution of Syllabus, Intro to I/O Psych	----
T 9/6	Activity 2-1 Org. Dialoguing (Team Assignment)	Ch. 1
Th 9/8	no class - Mo. Class schedule	
T 9/13	Methods of I/ O; Roots of I/O	Submit Initial Journal Entry; Ch. 2
Th 9/15	Activity 1-2 and Activity 2-3 Group 2-3 Report; Present & Future of I/O	Prepare Act. 1-2, Task 1
T 9/20	First Outside Meeting: Act. 4-2	Prepare Act 4-2, Task 1
Th 9/22	Values Exercise Debriefing; Job Analysis	Ch. 3
T 9/27	Leadership	Ch. 12; Prepare Sit. L.
Th 9/29	Employee Selection	Ch.4; Review 50 Questions
T 10/4	Indiv.Difs.& Assessment Review for Hrly # 1 http://www.personal.psu.edu/j5j/IPIP	Ch.3 Complete 5 Factor Scale(print & bring)
Th 10/6	Hourly #1	Ch.1,2,3,4,&12 (emphasized)
T 10/11	Evaluating Performance; Person- nel Training & Development Hourly #1 returned	Ch. 5 & 6
Th 10/13	Second Outside Meeting: Analysis Activity; Team Development	Ch. 7; Read Slade Case
Preparation: Case analysis using assigned theoretical perspective (Act. 10-2); then 10-3 using assigned Alternative 1 or 2; Lastly, Prepare Team Development Assessment (Activ. 4-4)		
T 10/18	Team Reports: Case, Act.4-4, Motivation	Submit 4-4, Act. 10-2, Task 3,10-3; Ch. 7

<u>Session</u>	<u>Topic</u>	<u>Assignment</u>
Th 10/20	Group/Team Processes	Ch. 11
T 10/25	Communication: Act. 12-1	Prepare Act. 12-1, Task 1 Ch. 10
Th 10/27	Fairness & Diversity; Review for Hourly #2	A Class Divided
T 11/1	Hourly #2	Ch. 5,6,7,10,& 11 (emphasized)
Th 11/3	Attitudes and Emotions at Work; Job Satisfaction; Stress	Ch. 8 & 9
T 11/8	Perception: Team Activity TBA; Act. 11-1; Influence, Power & Politics	Prepare Act. 11-1, Task 1 Ch. 13
Th 11/10	Activity 5-3 Role Play	Optional Paper Due
T 11/15	Activity 15-4 (3rd Outside Meeting)	Prepare Act. 15-4, Task 1 and Team Presentation
Th 11/17	1) Team Reports Activity 15-5 Teams 1, 2, & 3	Prepare Overheads/Slides
T 11/22	2) Team Reports Activity 15-5 Teams 4, 5, 6 & 7	Prepare Overheads/Slides
Th 11/24	Happy Thanksgiving	
T 11/29	Presentation Debriefing Meeting (Final Outside Meeting)	
Th 12/1	Class Presentations Debriefing; Org. Structure, Culture & OD	Ch. 14
T 12/6	Human Factors; Review for Hrly #3	Ch. 15
Th 12/8	Hourly #3	Ch. 8, 9, 13, 14, & 15 (emphasized)
T 12/13	Activity 15-6; Hrly #3 Returned	