

01:830:373:02
Organizational and Personnel
Psychology
Fall, 2017
Meets Tues. 3:20-4:40 & online
Meets in Tillett 111

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(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.

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 11/28 & 12/5).

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 11/14.**

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 9/5) **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 sites.

Week 1

September 6th (in class):

Review syllabus and sakai, Introduction to I/O Psychology; Activity 2-1
Organizational Dialoguing; Your new team assignment, establishing a Team identity
(Out of class): Methods and Roots of Industrial/Organizational Psychology; Threaded
Discussion 1; Application Assignment 1; Journal 1 Required

Due next week: Journal Entry 1

Week 2

Sept. 13th Leadership, Situational Leadership viewed individually, then in class
Team exercise

During the week: Read Ch. 12; Start working on Application Assignments 2 & 3, and
view Online Group Process (Ch. 12)

Lecture

Due this week: Required Journal Entry 1 (Sept. 13th); Threaded Discussion #1
(Sept. 13th); Application Assignment 1 (Sept. 13th).

Week 3

Sept. 20th: (In Class) Group/Team Processes

During the week: Application Assignments 2 & 3; Activities 4-2 & 4-4 done
individually.

Due this week: Chapter 12 reading, review Group Development, and Journal 2
(9/20)

Week 4

Sept. 27th (in class) : Communication: Activity 12-1, Task 2 to be done in class
in teams

During the week: Team online meeting to complete Values Activity and Team Building
Exercise: Complete Activity 4-2, Task 1 and Activity 4-4, Task 1 (individually for
homework); Then online Teams will complete Activity 4-2, Task 2 and Activity 4-4,
Task 2 & 3.

Due this week: Application Assmt 2 & 3; Activities 4-2 & 4-4 done
individually; Complete Activity 12-1 Task 1 individually; Complete "50 Questions";
Questionnaire Sept. 23rd; SIOP Assignment (Oct. 4th); I/O Article (Oct. 4th);
Journal # 3 (Sept. 27th).

Week 5

Oct. 4: Quiz # 1 (emphasizing chapters 1, 2, 11, 12 and 13)

During the 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 and view Motivation online lecture before Oct. 11th class.

Due this week: Journal # 4 (Oct. 4) & 5 (Oct. 4, but accept until Oct. 6th).

Week 6

Oct. 11th: Motivation. Team meeting; prepare Slade Case (Activ. 10-2 Task 1 & 3 and Activity 10-3, Task 1 (individually) and then Task 2) in class complete case analysis and motivation theory application as a team. Complete these as a **virtual** Team during the week, **if** you run out of time in class.

During the week: Complete 5 Factor Assessment scale (click on: <http://www.personal.psu.edu/j5j/IPIP/ipipneol20.htm>).

Read Chapters 3, 4, & 5. 5 Factor scale (10/18)

Due this week: Individual Reports for Activities 10-2 & 10-3.

Week 7

Oct. 18th: 5-Minute Presentations by Teams on their Motivation Theories; Job Analysis; Selection

During the week: Threaded Discussion # 2*; Job Analysis and Personal Space Video Bonus Activities (due Nov. 1st). Read Ch. 6.

Due this week: Journal # 6 (Oct. 18th). Team 10-2 & 10-3 Reports

Week 8

Oct. 25th: Selection; Evaluating Performance; Review for Quiz 2

During the week: Job Analysis & Personal Space Video (Aiello Clip) Bonus Activities (due Nov. 1).

Week 9

Nov. 1st: Quiz #2 (Ch. 3, 4, 5, 6, 8 & Slade Case, Open Systems, Corner Office, **Harper's** Human costs of Monitoring," and Job at Google (Corner Office) readings emphasized).

During the Week: Watch "A Class Divided", Read Chapters 7, 9 and 10, view recorded lectures online; Read/Submit Karen Leary case and Dan Dunwoodie case; Threaded Discussion # 3* Note that this is actually our 2nd Threaded Discussion. (Due 11/17).

Due this week (11/1 at 5 PM): All bonus activities for Quiz 2 (Personal Space video; Job Analysis; *Harper's* Monitoring article; & K. Love lecture/blog).

Week 10

Nov. 8th: Karen Leary Role Play/ Dan Dunwoody. Begin preparation for Team Presentation.

During the week: Continue preparation for Team Presentation.

Due This Week: Karen Leary 1-2 page report; Bring notes to class for Dan Dunwoody case. Activity 15-4 Done Individually and due 11/15. Threaded Discussion # 3*

Week 11

Nov. 15th: Organizational structure, Culture, and Development; Activity 15-4 (As a Team), Prepare for Team Presentations.

Due this week: Activity 15-4 Task 1a & b completed individually/submitted before 11/15 Team meeting

Week 12

Nov. 29th: Team Presentations Day 1: Teams 1 & 2.

Due this week: Required Journal # 8, due 11/29; All 4 Teams's Power Point slides and Activity 15-4, Task 2 by 11/29.

Week 13

Dec. 6th: Team Presentations Day 2, (Teams 3 & 4)

Rest of the week: Presentation Debriefing 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 (due Dec. 13th). Read **Chapter 14** and **Chapter 15**, View Chapter 15 **Online Lecture**.

Week 14

Dec. 13th: Quiz # 3 (Chapters 7, 9, 10, 14 & 15, "Class Divided" video, and Kathi Love Blogs emphasized)

Due this week (Dec. 6th): Bonus Activity Hybrid Course Assessment and Pilot Study Bonus Activity