

01:830:373

**Organizational and Personnel  
Psychology**

Summer, 2017

Meets Tues 6 - 10 PM

In Til 103B & Online

Web site: <http://rci.rutgers.edu/~jraiello/>

Dr. John R. Aiello

Tillett 621, Tel: 848/445-2592

E-mail: [jraiello@rci.rutgers.edu](mailto:jraiello@rci.rutgers.edu)

Office Hrs: Tues. 5-6 & By Appointment

## 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:

1/2 of your course grade will be determined by your performance on the 2 Exams(25 points each). The other 1/2 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 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 8/9).

### Optional Term Paper:

A typed paper of approximately 5-15 pages will be due via sakai by **8/1**. 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 8/1.**

### Exams:

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 first TD (open 7/12) **is 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. Power Points are available for all chapters on sakai. Also, I have recorded Voice over Power Point lectures covering Chs. 8, 9, 10, 12, & 15. These are available on sakai.

**Schedule:**

**July 11 Intro to I/O, Methods, Job Analysis** Team/Org. Dialoguing Chaps 1, 2, 3 Read: Assignment of Journal, Developing the Reflective Skills, & Tips for Writing the Paper

**July 18 Leadership, Group Processes** 2 Team Bonus Pt. Activities. Ch. 12, 13 and Read: Situational Leadership and Group Development readings on sakai

Due: *Journal 1, Thr. Disc. 1, & App. Assmt. 1*

**July 25 Commun. At Work, Selection** Triad Commun. Act. Ch. 11, 4, 5

Due: *J # 2, 50 Questions, Act. 12-1, Task 1*

Optional Bonus: *App. Assmt. 2, P S Video (Aiello Clip), Read "Corner Office - Headhunting," "How to get a job at Google," and Harper's Monitoring article, SIOP Site, I/O Article Reflection*

**Week of 7/25** Virtual Team Meeting Act. 4-2 & 4-4

Due: *Act. 4-2, Task 1 and 4-4, Task 1*

**August 1 Exam # 1, Motivation** Act.10-2 & 10-3, Act.10-2, Task 4 Pres.

Read: *Open Systems and Slade Plating Case, Ch. 6, 7, 8*

Due: *Chs. 1-5 & 11-13 for Quiz 1, Act. 10-2, Tasks 1 a-d & 3, Act. 10-3, Task 1, Js. 3 & 4, App. Assmt. 3* Optional Bonus: *Job Analysis Bonus Activity*

**Week of August 1** Team meeting to prepare for August 8th major Presentation

Due: *Act. 15-4, Task 1 a & b, Review your journal entries*  
Optional Bonus: *Optional Indiv. Paper (8/1)*

**Schedule Continued:**

August 8 Team Presentations Ch.9, 10, 15

Due: *Js. 5 & 6, Pres. Outline & Power Points, Act. 15-4, Task 2, Act. 10-2, Task 3, Act 10-3, Task 2 & 3, Thr. Disc. 2*

Week of August 8 Virtual Presentation Debriefing Meeting (including Act. 15-4, Task 2 "Feedback Session")

August 15 Final Course Feedback Team Meeting (Act. 15-5), Exam # 2

Due: *J # 7, Thr. Disc. 3, Virtual Debriefing Session Team Report, Ch. 6-10 & 15 for Quiz 2 (note Ch. 14 is not included).*