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Organizational and Personnel  
Psychology  
Spring, 2020  
Meets Tues.1:40-3:00 & online  
Meets in Tillett 103B

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

## Course Syllabus and Requirements

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 40% 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 4/28).

### Optional Term Paper:

A typed paper of approximately 5-10 pages will be due in your drop box by **4/7**. 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 4/7.**

### 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.

**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.

**Jan. 21**

**Week 1 Outline**

(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

[www.SIOP.org](http://www.SIOP.org)

**Jan. 28<sup>th</sup>**

**Week 2 Outline**

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. 28th (in addition to Ch. 13):**

[situational\\_leadership.pdf](#)

**To be viewed before class on Feb. 5th:**

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

**Feb. 4<sup>th</sup>**

**Week 3 Outline**

(In Class) Group/Team Processes; Working with Your team.

**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](#)

**Feb. 11th**

**Week 4 Outline**

(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. 11th

[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. 11th, Bring your notes on these to class:**

[activity\\_12-1.pdf](#)

[50\\_Questions.pdf](#)

**To be completed during the week:**

View "A Class divided" <http://www.pbs.org/wbgh/pages/frontline/shows/divided/>

**Feb. 18<sup>th</sup>**

**Week 5 Outline:**

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.**

**Feb. 25<sup>th</sup>**

**Week 6 Outline**

**Hourly # 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/ippipneo120.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>

**March 3<sup>rd</sup>**

**Week 7 Outline :**

Selection

**During the week:** Read Ch. 6.

**Week 7 Assignments**

**Reading:**

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

[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](#)

**March 10<sup>th</sup>**

**Week 8 Outline**

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

**During the week:** Watch a 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 12<sup>th</sup>.

[riggio\\_ppt\\_ch06.ppt](#)

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

**March 24<sup>th</sup>**  
**Week 9 Outline**

(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 March 31)** 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 26<sup>th</sup>**

Chapter 8 - Motivation.mp4

**March 31**  
**Week 10 Outline**

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.

**Week 10 Assignments**

karenleary.pdf

Dan Dunwoodie Individual Response

**Reading**

Chapter 9 & 10 and the 2 cases: Karen Leary and Dan Dunwoodie (Activ. 11-1), for the class session on Nov. 6th.

**To be completed for extra credit**

Optional Paper Revised

Submit online by TBA and bring hard copy to class (TBA)

**April 7<sup>th</sup>**  
**Week 11 Outline**

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.

**April 14th**  
**Week 12 Outline**

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.

**April 21<sup>st</sup>**  
**Week 13 Outline**

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.

**April 28<sup>th</sup>**  
**Week 14 Outline**

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