

01:830:373:90
Organizational and Personnel
Psychology
Spring, 2022
Meets Tues. 5:40-7 PM via Zoom
and asynchronous during the week

Dr. John R. Aiello
Tillett 621, Tel: 848-445-2592
Office Hrs.: Th 2-3 & BA
E-Mail: jraiello@psych.rutgers.edu
Website: <https://sites.rutgers.edu/john-aiello/>
(Schedule subject to change.
Check class Canvas site for changes.)

Course Syllabus and Requirements

Required Text:

Levy, Paul E. (2020). *Industrial/ Organizational Psychology: Understanding the Workplace. 6th edition*. NY: Worth Publishers.

This course is an introductory survey of the field of I/O Psychology. It is designed to expose students to the broad range of topics, theories, and applications of the field, both to enlighten and to prepare students for further study. As Landy & Conte (2010) noted, “The world of work in the 21st century is very different from what it was as recently as 15 years ago...Today’s workplace is technological and multicultural. Work is often accomplished by teams rather than by single individuals. In any given company or department, we find greater diversity in terms of demographic characteristics, interests, and styles than in past decades. Although mental and physical abilities remain important attributes for predicting job success, personality and interpersonal skills are receiving increased attention...(and) the psychological ‘stability’ of work may be at an all-time low.”

We have moved from an information society to a real-time society where everything is connected, aware, and communicating with each other. The global digital output is growing more than 10 times every year. There are now 50 billion devices connected to the internet. We double our knowledge every 50 years. With the revolutionary development of artificial intelligence, autonomous systems, and robotics, the world of work is changing dramatically. Some have predicted that 60% of occupations will have about 1/3 of their constituent activities automated, resulting in significant job changes. The onset of the COVID-19 pandemic two years, led to an escalation of an already developing trend toward more and more workers working from home, enabled by technological capabilities. So, we also will include these changes in the workplace in our discussions.

Since the course is organized around a class discussion and Team meeting format, all students will be expected to be **actively involved** in each of our sessions (with cameras on, of course). It will be assumed that we will have read all the assigned material for each class session and submitted any assignment this is due. In addition, each class member will choose any 1 of the critical thinking, and 1 of the application, questions at the end of our chapters to submit through Canvas and to discuss with us in class. This course involvement will be 40% of the course grade.

Course Grading:

60% of your course grade will be determined by your performance on the 2 Hourlies and the weekly quizzes (the lowest Quiz score will be dropped). 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. The remaining portion of your grade will be generated by your active involvement in our sessions, your submitted assignments, and your Team's presentations (especially the ones scheduled for 4/19 and 4/26).

Optional Term Paper:

A typed paper of approximately 5-10 pages will be due in your drop box by **4/12**. 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. It is a prelude, done individually, to your Team Presentation. Written instructions and guidance for writing the paper and keeping a journal are contained on our Canvas 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 4/12.**

Exams:

Because of class size, the 2 Hourlies will each consist of approximately 50 multiple choice questions drawn primarily from the textbook and my lectures/ our discussions. The Weekly Quizzes will cover the assigned reading.

Bonus Points:

Bonus points toward the Hourlies will be awarded as a result of your, and your Team's, activities and will be further described in class. There will be multiple bonus point assignments.

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 and readings are to be completed prior to coming to the sessions for which they are listed in Canvas Modules. Feel free to read ahead in the text.

For weekly assignments see our 373 Canvas site.

