Psychology 5401-01
Introduction to I/O Psychology
T 12:30 PM - 3:15 PM

Syllabus

Professor: Richard L. Griffith
Office: 125 School of Psychology
Phone: 768-8000 x8872
Office Hours: 1:30 - 3:00 M or by appointment

Required Texts:


Chapter Assignments – several chapters will be copied from:


Other required readings for the course will be provided in topic packets by the instructor. Occasionally, I will bring other readings to class. You are expected to keep up with the readings and actively participate in class discussion based on the material in the readings. In addition, lecture will extend beyond the reading list. You are responsible for all materials presented in this course.

Course Objectives

This course is designed to expose students to a conceptual overview of the field of Industrial Organizational Psychology, as well as examine in more detail some of the issues that researchers and practitioners face. This course is a graduate level seminar style course that is intended to build a base for your course work and practicum that follow. Reaching these objectives will require that students actively participate in the course.

Attendance

It is expected that students will attend all scheduled class sessions. Only absences related to illness, emergencies or family matters will be excused. Although I do not keep formal attendance, class size is small enough that your absence will be noted. Excessive absences will result in a grade of “F” for this course.

Grades
There will be three essay exams in this class. Exam one will cover the material presented in the first five weeks of class. Exam 2 will cover material presented in the 7,8, & 9th week of class. Exam 3, given during finals week will cover all material presented from the 11th week on. Each exam will be worth 100 points. In addition 60 points will be based on class participation. Class participation includes being prepared to answer questions about course readings, elaborate & discuss related topics you may encounter, and contributing to projects as they are assigned throughout the semester. This results in a total of 360 points in the course. The grading scale breaks down as follows:

<table>
<thead>
<tr>
<th>Points</th>
<th>Grade</th>
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<tr>
<td>320 - 360</td>
<td>A</td>
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<tr>
<td>280 - 319</td>
<td>B</td>
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<tr>
<td>240 - 279</td>
<td>C</td>
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<tr>
<td>below 239</td>
<td>F</td>
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Academic dishonesty of any kind will not be tolerated in this course. Students caught cheating will receive an “F” for the course. Plagiarism of any material (including improperly citing material) will also be subject to an F in the course. If it is determined that a student willingly allowed another to copy or plagiarize their work, they will also receive an “F” in the course.

**Course Schedule**

Week 1 - **Introduction / Personnel Psych**  
Assigned Reading  
Spector chap.1-2  
Tenopyr (1997)

Week 2 - **Job Analysis**  
Assigned Reading  
Spector chap. 3  
Schmitt & Borman chap. 1  
Schuler, Farr, & Smith chap 6

Week 3 - **Individual Differences /Measurement**  
Assigned Reading  
Spector chap. 5-6  
Schmitt & Borman chap. 4,9

Week 4 - **Selection Issues**  
Assigned Reading  
Schmitt & Borman chap. 8  
Murphy, chap 1, 2

Week 5 - **Selection Issues II**  
Assigned Reading Gatewood & Field (2001), chap. 2  
Barrett (1996), chap. 23

Week 6 - **EXAM # 1**

Week 7 - **Performance Appraisal**  
Assigned Reading  
Schmitt & Borman chap. 3  
Murphy & Cleveland chap. 1,6  
Murphy, chap 7

Week 8 - **Performance Appraisal (cont.)**  
Assigned Readings  
Murphy & Cleveland chap. 4,5,10,12  
Spector chap. 4

Week 9 – **Training**  
Assigned Readings  
Goldstein & Ford (2002) chap 2, 4  
Spector chap. 7

Week 10 Exam #2
Week 11 - **Organizational Psychology Intro**
Assigned Reading
Murphy, chap 5, 11
Spector chap. 9,10
Schuler, Farr, & Smith chap 9

Week 12 – **Leadership I**
Assigned Reading
Murphy, chap 9
Offerman et al. (1994) Leadership Quarterly, 5(1) 43-58
Day et al. (2002) 87 (2) 390-401
Chemers (2000) GD 4 (1) 27-43
Conger et al (2000) JOB 21(1) 747-767
Crant & Bateman (2000) JOB 21(1) 63-75
Wolff et al. (2002) 13 505-522

Week 13 – **Emotions in the Workplace**
Assigned Readings

Week 14 – **Groups/Teams**
Assigned Reading
Murphy, chap 8
Manz (1990)
Driskell & Salas (1992) Human Factors 34 (3) 277-288
Bolman & Deal (1992) Org. Dynamics 21 (2)

Week 15 – **I/O Psychology in the context of Culture**
Assigned Readings
Brett et al. (1997)
Berry (1997)
Rosen & Digh (2001)
Triandis (1994)

Week 16 - **Finals Week**
Exam # 3
***Date and Time TBA***