

Psychology 255 (Spring 2021)  
Industrial & Organizational Psychology

Lectures: Tuesday & Thursday 10:20pm – 11:40am, via ZOOM

**Instructor:** Rick DeShon

**ZOOM Office Hours:** Tuesday 10:30-11:30am, Friday 11:30-12:30pm

**E-mail address:** deshon@msu.edu

**Undergraduate TA:** Sam Shi

**ZOOM Office Hours:** Tuesday 1:00-3:00pm

**E-mail address:** shichon2@msu.edu

REQUIRED TEXTBOOK & TOOLS

Textbook: Landy & Conte's Work in the 21<sup>st</sup> Century: An Introduction and Organizational Psychology, 6<sup>th</sup> edition. ISBN-13: 978-1-118-97627-2.

NOTE: Older editions are fine, but I will be working from the 6<sup>th</sup> edition.

Course Communication: Check D2L and your university email account regularly.

COURSE DESCRIPTION & OBJECTIVES

This course is an introduction to industrial and organizational (I/O) psychology, which will provide a critical examination of behavior at work. It is designed to be a survey class and covers a wide range of traditional and contemporary topics in the field. Traditionally, industrial psychology is concerned with human resource functions such as analyzing jobs, and recruiting, selecting, training, and appraising employees. Organizational psychology explores topics such as employee attitudes, work behaviors, motivation, and leadership.

After this course, you should be able to (1) explain and evaluate major concepts and theories in I/O psychology, and (2) apply principles of I/O psychology to understand people's behaviors at work. You should also be able to (3) discuss the roles of I/O psychologists play in business, government, and academia.

GRADING

Grades will be determined via performance on 4 exams.

- (1) Exams: Exam questions may take on various formats, including multiple choice, true or false, or matching. Exams will be taken using D2L. Three (3) midterm exams and one (1) cumulative final exam will be administered for this course. Your lowest regular exam score will be dropped and not included in your final grade.
  - In general, there are no exam makeups. The ability to drop your lowest exam grade covers any potential reasons you might encounter for not taking an exam. In the rare case of a make up exam, they may be a different format- e.g. essay and short answer questions.

Grade Breakdown (Total Possible Points = 300):

<b>Assignment</b>	<b>#</b>	<b>Points Each</b>	<b>Total Points</b>
Regular Exams	3 (lowest dropped)	100	200
Final Exam	1 (Not droppable)	100	100

<b>Grade</b>	<b>Percentage</b>
4.0	90% and above
3.5	85 – 89%
3.0	80 – 84%
2.5	75 – 79%
2.0	70 – 74%
1.5	65 – 69%
1.0	60 – 64%
0.0	59% and below

## OTHER IMPORTANT POLICIES & INFORMATION

### ACCOMMODATIONS

- If you have a disability that will require accommodations, please see me the first week of class.
- From the Resource Center for Persons with Disabilities (RCPD):  
Michigan State University is committed to providing equal opportunity for participation in all programs, services and activities. Requests for accommodations by persons with disabilities may be made by contacting the Resource Center for Persons with Disabilities at 517-884-RCPD or on the web at [rcpd.msu.edu](http://rcpd.msu.edu). Once your eligibility for an accommodation has been determined, you will be issued a Verified Individual Services Accommodation ("VISA") form. Please present this form to me at the start of the term and/or two weeks prior to the accommodation date (test, project, etc.). Requests received after this date may not be honored.

### ATTENDANCE

- Attendance is not graded, but you must be in class to get the class notes and to earn credit for in-class activities. You are responsible (whether present or not) for all material covered in the lectures, including any announcements made in class. Your TAs and I will be happy to answer questions after you've had the chance to get notes and information from a classmate.

### WAIT POLICY

- If I have not arrived 15 minutes after our scheduled start time, you are free to leave without penalty.

### LIMITS TO CONFIDENTIALITY

- Essays, journals, and other materials submitted for this class are generally considered confidential pursuant to the University's student record policies. However, students should be aware that University employees, including instructors, may not be able to maintain confidentiality when it conflicts with their responsibility to report certain issues to protect the health and safety of MSU community members and others. As the instructor, I must report the following information to other University offices (including the Department of Police and Public Safety) if you share it with me: (1) Suspected child abuse/neglect, even if this

maltreatment happened when you were a child, (2) Allegations of sexual assault or sexual harassment when they involve MSU students, faculty, or staff, and (3) Credible threats of harm to oneself or to others. These reports may trigger contact from a campus official who will want to talk with you about the incident that you have shared. In almost all cases, it will be your decision whether you wish to speak with that individual. If you would like to talk about these events in a more confidential setting you are encouraged to make an appointment with the MSU Counseling Center.

#### RULES OF CONDUCT

1. Cell phones should be silenced and put away before class starts.
2. Individual conversations outside of set discussion times are disruptive to other learners – if you are disruptive, you will be asked to leave the class.
3. All students must treat other members of the class with courtesy and respect.
4. Emailing, text messaging, and web surfing during class are counterproductive to learning, lessen your capacity to engage with those around you, and can be rude. Students should refrain from these activities during class time.

#### CHEATING & MISCONDUCT

Official University Policy:

The principles of truth and honesty are fundamental to the University. Therefore, students must not:

1. Claim or submit the academic work of another as one's own
2. Procure, provide, accept or use any materials containing questions or answers to any examination or assignment without proper authorization
3. Complete or attempt to complete any assignment or examination for another individual without proper authorization
4. Allow any examination or assignment to be completed for oneself, in part or in total, by another without proper authorization
5. Alter, tamper with, appropriate, destroy or otherwise interfere with the research, resources, or other academic work of another person
6. Fabricate or falsify data or results

Specific to This Course;

1. Cheating on an examination results in a zero for that exam.
2. Attempting to gain in-class activity points for someone who is not in attendance in class, or in other ways misrepresenting completion of the participation requirement results in a 0.0 participation grade for all students involved.

#### TIPS FOR SUCCESS

- ✓ Complete your readings before class. Information from these readings will be reviewed during class and expanded upon using articles and exercises. Therefore, it is important that you have a working knowledge of the material from the readings in advance.
- ✓ Read the course assignments and come to class – all reading material assigned and additional information presented in class are potential test items.
- ✓ Ask questions during and outside of class to ensure that you understand the material.
- ✓ Speak up! Share your own experiences to help others grasp the real-world implications of the material discussed in class.
- ✓ Pay attention and be engaged—you will get more from the class if you give more.
- ✓ Be concerned and proactive about your grade early on—not only in the last few weeks.
- ✓ Contact the TAs and/or instructor as soon as possible if you are falling behind and/or need additional help.

## COURSE SCHEDULE

NOTE: Topics are subject to change, but exam dates are firm.

Date	Lecture Topic	Reading to Complete Before Class
1/19	Course Intro	
1/21	Intro to IO	Ch 1
1/26	Methods	Ch 2
1/28	Individual Differences	Ch 3
2/2	Job Analysis	Ch 4
2/4	Performance Evaluation	Ch 5
2/9	Performance Evaluation	Ch 5
2/11	Exam 1	
2/16	Staffing	Ch 6
2/18	Staffing	Ch 6
2/23	Training and Development	Ch 7
2/25	Training and Development	Ch 7
3/4	Work Motivation	Ch 8
3/9	Work Motivation	Ch 8
3/11	Attitudes and Emotions at Work	Ch 9
3/16	Attitudes and Emotions at Work	Ch 9
3/18	Attitudes and Emotions at Work	Ch 9
3/23	Exam 2	
3/25	Stress and Wellbeing	Ch 10
4/30	Fairness, Justice, Diversity at work	Ch 11
4/1	Leadership	Ch 12
4/6	Leadership	Ch 12
4/8	Teams	Ch 13
4/13	Teams	Ch 13
4/15	Organizational Change	Ch 14
4/20	Exam 3	
<b>Apr 30, 2020</b>	<b>Final Exam</b>	<b>Via D2L: 7:45 – 9:45am</b>