

BUSINESS PSYCHOLOGY

(PSYC 3302-01)

Tuesday and Thursday (11:00 AM – 12:20 PM)

Life Sciences Building, Room 101

Damon U. Bryant, Ph.D.

Visiting Assistant Professor of Industrial and Organizational Psychology

Email: dbryant@uta.edu

Office: Life Sciences Building, Room 423A

Office Hours: Tuesday & Thursday 9:00 AM – 10:30 AM, 1:30 PM – 5:00 PM, or by appointment.

COURSE OBJECTIVE

The purpose of this course is to provide a survey of Industrial and Organizational Psychology, focusing on the application of psychological theory to understanding and solving problems in the workplace. Topics include, but are not limited to, the following: recruitment, employee selection, training, job and task analysis, the effects of attitudes, motivation, group dynamics, leadership, job satisfaction, productivity, and morale.

TEXTBOOK

Aamodt, M. G. *Industrial/Organizational Psychology: An applied approach (6th Edition)*. Pacific Grove, CA: Wadsworth Publishing. (Available in the bookstore)

GRADING SCALE & COURSE ACTIVITIES

Each student's grade in this course will be determined by a weighted combination of scores on class activities. The weights are determined by the following class activities:

Attendance/ Class Participation	25%
Quiz 1	10%
Quiz 2	10%
Quiz 3	10%
Team and Leadership Project	25%
Final Exam	20%

The following grading scale will be used:

A	90% – 100 %
B	80% – 89%
C	70% – 79%
D	60% – 69%
F	0% – 59%

CLASS SCHEDULE

Week of 8/24 (Class begins 8/25)	Syllabus and Course Overview, Chapter 1. Introduction to I&O Psychology
Week of 8/31	Chapter 2. Job Analysis and Evaluation
Week of 9/7*	Chapter 3. Legal Issues in Employment Selection Labor Day Holiday: 9/7
Week of 9/14	Chapter 4. Employee Selection: Recruiting and Interviewing Quiz 1 (9/17)
Week of 9/21	Chapter 4. Employee Selection: Recruiting and Interviewing Review Quiz Results
Week of 9/28	Chapter 5. Employee Selection: References and Testing
Week of 10/5	Chapter 6. Evaluating Selection Techniques and Decisions
Week of 10/12	Chapter 7. Evaluating Employee Performance
Week of 10/19	Chapter 8. Designing and Evaluating Training Systems Quiz 2 (10/22)
Week of 10/26	Chapter 9. Employee Motivation Review Quiz Results
Week of 11/2	Chapter 10. Employee Satisfaction and Commitment
Week of 11/9	Chapter 11. Organizational Communication
Week of 11/16	Chapter 12. Leadership Quiz 3 (11/19)
Week of 11/23*	Chapter 13. Group Behavior, Teams, and Conflict Review Quiz Results Thanksgiving Holiday: 11/26 – 11/29
Week of 11/30	Chapter 14. Organizational Development
Week of 12/4	Chapter 15. Stress Management
Final Exam	Tuesday, December 8, 2009; 11:00 AM – 1:30 PM

(*) Denotes a week during which a holiday occurs.

ATTENDANCE AND CLASS PARTICIPATION

Each student is expected to be present and contribute to discussions in class. To the extent that students attend class regularly and are productive in contributing to class discussion, the full points will be given. Participation is a subjective component of the course grade and points are awarded at the discretion of the professor. This is where you can maintain or increase your class average depending on your participation.

QUIZZES/EXAMS

All students are expected to take quizzes or exams on the scheduled date and time. Quizzes will be in the form of multiple-choice, true-false, short answer, or multiple-list

(i.e., selecting more than one response from a list). The content on each quiz will cover the assigned readings and class lectures/discussions.

There will be no early or make-up quizzes/exams. Exceptions to this rule, however, will be made only for reasons stated below. If involved in university-sponsored activities (e.g., athletics and ROTC), students should provide sufficient notice prior to the quiz/exam. Alternative assignments may be given. Exceptions are allowed for

- (a) Natural acts of nature that humans are unable to control
- (b) Tragedy or emergency in the immediate family (Documentation is required)
- (c) Personal illness (Professional documentation is required)
- (d) Incarceration (Professional documentation is required)

If a student does not complete an assignment, s/he will receive a zero (0) for that activity.

INDUSTRIAL & ORGANIZATIONAL TEAM PROJECT

This project will allow you to be actively involved in learning and applying aspects of industrial and organizational psychology. There will be three to four organizations in this class; each organization will consist of 10 – 12 members. Each organization is required to create 4 products: (1) Two written papers, 3 – 5 double spaced pages each, describing in detail an industrial and organizational topic covered during the course of the semester and (2) Two multimedia-based presentations, 10 – 15 minutes each, describing an industrial or organizational topic covered in class along with an application of the same topic in a Fortune 1000 company. Based upon the interactions in the organization, the CEO along with the executive officer will give a presentation on the organizational dynamics including organizational cohesiveness, individual and team participation, conflict management, leader effectiveness, and organizational team member satisfaction.

There will be a President/Chief Executive Officer (CEO, elected post), Vice President of Operations (VPO, elected post), two project managers (elected posts), and project team members. No person can serve in more than one role. The CEO will be responsible for all aspects of the organization; s/he bears the ultimate responsibility for all products submitted to the instructor and the class. The VPO is responsible for the day-to-day operations in accomplishing organizational objectives and personnel-related issues, e.g., conflict resolution, motivation, and attendance of team members. The project managers are responsible for delegating tasks, following schedules, and motivating team members to complete each project. The way in which the aforementioned tasks are accomplished is up to organization. Project team members, including project managers, are responsible for executing assigned tasks based on their chosen area of expertise (e.g., writing papers, speech writing, speech giving, intelligence gathering, web-cam recording, PowerPoint creation, or coaching). Each leadership position may be rated by organizational members during the semester. Project team members may be rated by leadership at least once. Your grade may be based on a linear combination of organizational performance on each task and evaluation of leader/team member performance ratings.

As with any organization, people can be replaced for not performing their duties, either because of a lack of technical competence or other job-related factors. Each organizational member may contact the VP of Operations in his or her own respective organization in an attempt to resolve an issue with a team member or leadership. However, to the extent that the issue can't be resolved at the organizational level, upper level management will report to the course instructor to resolve the issue. If a person is removed from a post or group, it does not mean the person will receive a failing grade for the project. However, performance ratings from organizational team members may have an influence on the individual's grade for the project.

ACADEMIC INTEGRITY

There is an expectation that all current students behave in a manner consistent with the highest levels of ethical conduct. Therefore scholastic dishonesty is prohibited.

"Scholastic dishonesty includes but is not limited to cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts." (Regents' Rules and Regulations, Part One, Chapter VI, Section 3, Subsection 3.2, Subdivision 3.22)

Anyone suspected of plagiarism, cheating, or assisting other students in dishonest or prohibited behavior as stated in the Regents' Rules and Regulations will be allowed to defend his/her actions after an accusation of dishonesty has occurred. The faculty member may file either a faculty disposition of a scholastic dishonesty case (Form 1) or a faculty referral for scholastic dishonesty (Form 2). The student will be subject to disciplinary penalties administered under the Rules and Regulations, which may include a reduced grade, probation, or expulsion. Please refer to the Regents' Rules and Regulations.

If you attempt to use presentations or papers that have been used in other classes for a grade, it can be perceived as a violation of academic honesty. If you extend or build upon a previous work, please consult with me for approval.

STUDENT ACCOMMODATION

All students are provided an equal opportunity to learn and participate in a rich, UT Arlington educational experience. If you believe that you have a condition as defined in the Americans with Disabilities Act that would preclude or hinder you in completing an assignment and you would like an accommodation, you must register with the Office for Students with Disability Services as soon as possible. The instructor of record does not need to know your specific condition but must know that you are requesting an accommodation in order to better serve you. All individuals qualified with a disability as determined by the Office for Students with Disability Services (<http://www.uta.edu/disability>, 817.272.3364) will be provided a reasonable accommodation for class assignments.