

# PSYCHOLOGY 370

## Industrial/Organizational Psychology

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**Teaching Assistant:** TBD

### Textbook:

Conte, Jeffrey M., & Landy, Frank J., (2019). Work in the 21<sup>st</sup> Century: An Introduction to Industrial and Organizational Psychology (6th Edition). Hoboken, NJ, Wiley.  
ISBN: 978-1-119-62503-2

### Course Objectives:

Psychology 370 is a survey of the field of Industrial/Organizational (I/O) Psychology. The course provides an overview of the I/O discipline and acquaints the student with major perspectives, methods and applications in the content areas of I/O Psychology including personnel selection and training, performance appraisal, compliance with EEO concerns, motivations, job satisfaction, and leadership. Those students with background in psychology will see the application of principles from other areas of psychology such as learning, individual differences, and experimental psychology. Those students with a background in management will see the underlying theory and rationale for many of the business practices they have studied.

### Attendance Policy:

In accordance with the university policy, "Registration in a course obligates the student to be regular and punctual in attending class." All students are expected to attend class and are **responsible for all material presented on the class website**. Therefore, you are expected to visit the Blackboard site for the class at least once a week. **New materials for the class will be posted each Tuesday.**

### Exams:

There will be as many as four exams during the semester. As a rule, there will be **no** make-up exams. If you do not take an exam, your score on that exam is "0" points. If you have a reasonable rationale for requesting a make-up exam, you may file a written petition with your instructor requesting permission to take a make-up exam. In your petition, you should identify the reason you should be allowed a make-up. You should also attach any formal excuses such as medical, sports or academic team travel, copy of funeral announcement, etc. If you know in advance that you will need to request a make-up, you should turn in your petition **prior** to the exam date. Petitions will **not** be accepted after the exam date. With a valid excuse, an alternate exam may be arranged.

### Quizzes and Assignments:

There will be a number of quizzes and assignments during the semester. All assignments must be typed and should be turned in on time. Fifty percent of the value of the assignment will be deducted for any project turned in late. **No quiz or assignment will be accepted more than one week after the original due date.** The number of assignments and the total points are subject to change. **All assignments must be turned in using the Blackboard site. DO NOT EMAIL YOUR ASSIGNMENTS.**

## Grade Assignments:

Your grade will be determined by adding your quizzes, exam grades, and project scores together.

## Course Outline:

Topic	Text Reading Assignment
Chapter 1: What Is Industrial and Organizational Psychology?	Chapter 1
Chapter 2: Research Methods and Statistics in I-O Psychology	Chapter 2
Chapter 3: Individual Differences and Assessment	Chapter 3
Chapter 4: Job Analysis and Performance	Chapter 4
Chapter 5: Performance Measurement	Chapter 5
Chapter 6: Staffing Decisions	Chapter 6
Chapter 7: Training and Development	Chapter 7
Chapter 8: The Motivation to Work	Chapter 8
Chapter 9: Attitudes, Emotions, and Work	Chapter 9
Chapter 10: Stress and Worker Well-Being	Chapter 10
Chapter 11: Fairness, Justice, and Diversity in the Workplace	Chapter 11
Chapter 12: Leadership in Organizations	Chapter 12
Chapter 13: Teams in Organizations	Chapter 13
Chapter 14: Organizational Theory, Dynamics, and Change	Chapter 14

**NOTE:** The course outline is a tentative list of reading assignments and may be modified throughout the semester. In addition, the number of exams may be increased to distribute the amount of material covered during the test more appropriately.

## Academic Honesty:

All university, college, and department policies on academic honesty will be strictly enforced. Academic dishonesty refers to engagement of unauthorized and dishonest activities such as securing help during a test, copying assignments, and representing all or parts of another's work as your own. Any student caught engaging in any form of academic dishonesty will receive a failing grade (F) in the course -- **NO EXCEPTIONS**. Cheating will not be tolerated.

## Quizzes and Exams:

Quizzes and exams will be conducted online using the Blackboard system. If you have any concerns regarding your computer or Internet connection, it is recommended that you take the exam using a computer available in one of the computer laboratories on the Western Kentucky University campus. If, during an exam, you lose your Internet connection the Blackboard system will lock you out of the exam. You WILL NOT be able to complete the exam until it is reset. If you continue to have an issue completing the exam after it is reset, you will have to arrange to take the exam using an Exam Proctor on campus after a section exam can be constructed.