

COURSE SYLLABUS- Spring 2024

Industrial-Organizational Psychology- PSYC UN2636

Room: TBA

Time: Tues/Thurs 6:10- 7:25

Instructor: **Dr. Joshua M. Feinberg**

Office hours: TBD

Office: Milbank 415

Email: jfeinber@barnard.edu

Course Description: Study of behavior in organizational and business-related settings. Examination of such topics as employee motivation and satisfaction, communication patterns, effective leadership strategies, and organization development.

This is primarily a lecture course although I hope to engage in frequent discussion and conversation. I highly encourage all students to ask questions, comment on the material, and respond to classmates' inquiries.

Prerequisites: PSYC 1001 Science of Psychology or the equivalent is required.

Textbook: Aarmond, D.G.. (2016). *INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY APPLIED APPROACH* (6th Ed.) Upper Saddle River, NJ: Prentice Hall.

Other Readings: Will be distributed or assigned in class

Learning Outcomes: At the end of the course, you should be able to:

1. Describe the field of industrial/organizational (I/O) psychology;
2. Describe and discuss the major theoretical issues, methodological approaches, and research findings relating to the content areas of I/O psychology.
3. Apply psychological methods, theories (e.g., motivation), and knowledge to behavior in the workplace.
4. Analyze the validity of how organizations measure outcome relating to employees.

Role in the Curriculum

This lecture course is designed for undergraduates majoring in Psychology and for students participating in the Psychology Post-Baccalaureate Certificate program. It fulfills the following degree requirements:

- For the Psychology major or concentration in Columbia College and in the School of General Studies, and for the Psychology Post-Baccalaureate Certificate program, this course will meet the Group 3 (Social, Personality and Abnormal Psychology) distribution requirement.

- For students who entered Columbia in Fall 2020 or later, this course will fulfill the Special Elective requirement.

Attendance policy:

Attendance will be taken each class period. It is important that you attend each class period in order to fully engage with the material. Attendance will not directly affect your calculated grade.

CLASSROOM CONDUCT

This class is primarily a lecture course. I will ask questions of the class, and I highly encourage participation. I encourage you to raise your hand at any point if clarification is needed and/or you have a comment about the material.

Please turn off all electronics and please no calls or text messaging during class. If you are disruptive during class, you may be asked to leave. If you need to make an emergency call/text, you must leave the classroom. A consistent failure to do so may result in an automatic failure for the course.

GRADING

EXAMS: There will be 2 exams for this course (A midterm and Final). The exams will consist of multiple choice, definitions, short answer, and essay questions. Students are expected to take the exams on the posted dates. Make-up exams will be determined on a case by case basis and typically require a student to contact the professor at least 24 hours in advance. Documentation may be asked of students who miss the posted exam date on a case by case basis. Make up exams should be completed before the next scheduled class meeting.

HW ASSIGNMENTS: There will be a number of HW assignments that are POSTED AND SUBMITTED through Canvas. Many of the HW assignments require thought and reflections (i.e., no right or wrong answers). The Homework assignments will be worth 20% of your grade.

DISCUSSION BOARD POSTS: Each chapter requires you to make 2 Discussion Board posts. One original comment and one response to a peer's post. You will NOT be graded until you make the **SECOND** post (15% of your grade). Discussion Board posts will be assigned for each chapter covered and will be due before class on the assigned dates. There will be a total of 11 discussion boards.

PROJECT/PRESENTATION: There will be one larger presentation that will be worth 20% of your grade. Additional details will be provided in class. Students can either complete a group project (presentation) or complete a traditional APA style paper (as an individual; not in groups).

Course Guideline

Student responsibility and obligations – Students are responsible for: not interrupting the speaker, carefully listening to all points of view, respecting your classmates' right to express

opinions different than yours, challenging a classmate's opinions and assumptions, not your classmate as a person.

Grading Summary

<u>Item</u>	<u>Value</u>
Midterm	20%
Final Exam	25%
Homework	20%
Discussion Board	15%
Final Project	20%
Total = 100%	

GRADING

Percent	Grade	Percent	Grade
93-100	A	72-75.9	C
90-92.9	A-	70-72	C-
87-89.9	B+	66-69.9	D+
83-86.9	B	60-65.9	D
80-82.9	B-	Below 60	F
76-79.9	C+		

Technology

Consistent access to Canvas/Courseworks is required for the course. Students are responsible for regularly checking our course shell as well as their email.

Academic integrity. As a member of the academic community, one of your responsibilities is to uphold principles of honesty and integrity. This means that you can only present your own work on assignments and presentations — plagiarism is strictly prohibited, as is presenting work as your own when it was done by someone else. Doing so compromises your academic integrity and potentially your academic standing. If you are falling behind, don't understand the material, or are not confident about your writing or presentation, talk to me as soon as possible instead of taking measures that go against principles of academic integrity. [Columbia's Honor Code in Columbia's Guide to Academic Integrity (<http://www.college.columbia.edu/academics/academicintegrity>)].

To be clear, cheating will not be tolerated and will result in a zero for the assignment and possible failure for the course. This includes plagiarism of any kind. There will be no talking during exams. Those caught talking will be considered cheating.

Schedule of Classes

<u>Week</u>	<u>Date</u>	<u>Readings</u>	<u>Topic & Assignments</u>
1	1/16, 1/18	Ch. 1	Syllabus Review. & Introduction Discussion Board 1 Due 1/19
2	1/23, 1/25	Ch.2	Job Analysis Discussion Board 2 Due 1/26
3	1/30, 2/1	Ch.3	Legal issues Discussion Board 3 Due 2/2
4	2/6, 2/8	Ch.3	Legal issues
5	2/13, 2/15	Ch. 4	Recruitment Discussion Board 4 Due 2/16
6	2/20, 2/22	Ch. 5	Employee selection Discussion Board 5 Due 2/23
7	2/27, 2/29	Ch. 7	Motivation Discussion Board 6 Due 3/2
8	3/5, 3/7		Midterm Exam 3/9
9	SPRING BREAK	SPRING BREAK	SPRING BREAK
10	3/19, 3/21	Ch.9	Satisfaction Discussion Board 7 Due 3/23
11	3/26, 3/28	Ch. 10	Leadership Discussion Board 8 Due 3/30
12	4/2, 4/4	Ch. 13	Groups Discussion Board 9 Due 4/6
13	4/9, 4/11	Ch. 14	Organizational development Discussion Board 10 Due 4/13
14	4/16, 4/18	Ch. 15	Stress Discussion Board 11 Due 4/20
15	4/23, 4/25		Presentations
	4/30-5/2		STUDY DAYS
	Finals Week		TBD

Students with disabilities. If you are a student with special needs and require accommodation, meet me before the first class to discuss your needs. You must also contact Disability Services before the first class to register for specific accommodations (<https://health.columbia.edu/disability-services>).