About the Instructor:
Name: Susann Christ, Ph.D.
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Office Hours: Tuesday, 11:00 AM-12:00 PM, or by appointment, Adjunct Office

Instructor Motto: Fall down 7 times, get up 8. (Japanese Proverb.)


COURSE DESCRIPTION

Industrial-organizational (I-O) psychology is the scientific study of the workplace. Psychological knowledge and methodology are used to study relevant business issues including but not limited to employee and organizational assessment, selection, training, performance, development, behavior, satisfaction, leadership, and work-life balance. I/O psychology utilizes scientific rigor to maximize the economic and psychological well-being of employees and their organizations. This course combines lecture modules, readings, and hands-on experiences to gain a sophisticated understanding of the theories and research that guide I/O practice, and practical knowledge of how I/O activities are conducted. This course concentrates heavily on the science and practice of I/O for human resource activities, but some time will be devoted to issues of organizational psychology.

COURSE OBJECTIVES

Upon completion of this course, you should:
1. Understand the type of work performed by industrial/organizational psychologists.
2. Understand the major theories, principles, and practices of the field.
3. Be able to use the principles and theories of industrial/organizational psychology to understand your own organizational experiences.
4. Be able to effectively communicate your ideas about industrial and organizational psychology.
INSTRUCTIONS FOR PAPERS

All are 1.5 to 2 pages.

1. Personnel Decisions – Discuss which psychological test you would use to make hiring decisions, either for a sales force or managerial position.

   a. Go to youtube & click on ‘Warren Buffet – Leaves the audience speechless.’
   b. Go to youtube & click on ‘Les Brown – Control your emotions.’
   c. Go to youtube & click on ‘Molly Fletcher, Keynote Speaker Reel at Ted x Emory. Click ‘Play Now.’

Write a reflection on each as it relates to what you have learned in class.

3. Research Article – Select a research article from a journal & analyze it. Guidelines are on blackboard.

COURSE DESIGN

There are five short papers in this class, which means you need to show you are reading the power points and participating in class thoroughly in your assignments to do well in the course. In addition, there are two exams.

Rubric for assignments will be posted on Blackboard. Lecture notes, exit cards, & case studies are also on Blackboard.

Rubric guidelines for all papers are posted on blackboard.

Case Studies: These will be utilized in class, and if possible, group work.

Extra Credit: (5 Points) For missing two classes or less.
(5 points) Extra Case Study to be announced.

Additional materials will be placed on the Library Reserve site if requested.

All papers are due by 11:00pm on their assigned due date, handed in via the turn it in link on blackboard. All papers handed in after that time will be considered late. A paper 1 day late will be graded with a 20% penalty, two days late with a 40%, and after two days papers will not be accepted.
**ATTENDANCE POLICY**

*No more than 3 unexcused absences, unless there is a medical excuse. More than 3 missed class periods deducts five points from your grade unless there is a medical or sports excuse, and/or other accommodation.*

*Pay attention to announcements on blackboard.*

*Cell Phone Policy – Cell Phone use is not permitted except when looking up information for group work.*

**GRADING SCALE: 200 POINTS**

90-100%, 180-200 = A  
89-80%, 160-179 = B  
79-70%, 140-159 = C  
69-60%, 120-139 = D  
Below 120 = F

Research Article Analysis Paper – 20 points  
Motivation Reflection Papers – Three Total, 20 points each  
Personnel Decision Test Battery Paper – 20 points  
Exit Cards – 10 points each  
Exams – Midterm & Final, 40 points each

**SEMESTER SCHEDULE**

**WEEK OF**  
Aug 23 – Introduction, History & Cultural Issues  
Aug 30 – Research Methods  
Sept 6 – Research Methods continued  
Sept 13 – Personal Decisions Reflection Paper due, Individual Differences & Assessment  
Sept 20 – Individual Differences & Assessment Continued  
Sept 27 – Job Analysis  
Oct 4 – Job Analysis & Performance  
Oct 11 – Performance Measurement  
Oct 18 – Performance Rating, Exit Card due, Midterm Exam
WEEK OF
Oct 25 – Performance Appraisal

Nov 1 – Staffing Decisions, Warren Buffet Reflection Paper Due

Nov 8 – Training & Development, Les Brown Reflection Paper Due

Nov 15 – Learning & Motivation

Nov 22 – Thanksgiving Break, 11/21-11/27

Nov 29 – Attitudes & Emotions, Molly Fletcher Reflection Paper due

Dec 6 – Stress & Violence, Leadership & Teams, Exit Card due

Dec 13 – Research Article Analysis Paper Due, Final Exam

* Syllabus & dates are also placed in a folder on blackboard.

COVID-19 Pandemic Policies Related to Classroom Instruction (Fall 2022)

Health and Safety

The measures outlined below are required and any student who does not comply may be in violation of the COVID-19 People-Focused Health and Safety Policy, as well as the University’s Student Code of Conduct.

The full text of the COVID-19 People-Focused Health and Safety Policy can be found here: https://www.siue.edu/policies/Covid.shtml

Classrooms, Labs, Studios, and Other Academic Spaces


Individual faculty of record may determine that masking will be required in their classrooms and are asked to communicate accordingly with students. Face masks may be required in other campus sites following guidance from governing regulatory agencies.

- Students who forget to wear a face covering when masking is required will be reminded of their obligation to comply with SIUE’s COVID-19 People-Focused Health and Safety Policy and temporarily asked to leave the class until they are able to conform to the policy. Students who forget or lose their face coverings when masking is required may be able to obtain replacements from a friend, a faculty member, or a nearby departmental office. Face coverings are also available for purchase in the Cougar Store (MUC).
Students who refuse to wear a face covering when masking is required will be asked to leave the classroom and referred to the Dean of Students for non-compliance with community health and safety protocols. Repeated non-compliance may result in disciplinary actions, including the student being administratively dropped from an on-ground/face-to-face course or courses without refund if no alternative course format is available.

If a student has a documented health condition which makes wearing a face covering medically intolerable, that student should contact ACCESS to explore options with the understanding that ACCESS will not grant accommodations which excuse the need for a face covering while on campus or in the classroom. ACCESS will work with qualifying individuals to find reasonable alternatives, whenever such solutions are available. Please call or contact the ACCESS Office via email to schedule an online appointment to discuss potential alternatives. ACCESS office (Student Success Center, Room 1203, 618-650-3726, and myaccess@siue.edu).

General Health Measures

Students and employees are expected to review the siue.edu/coronavirus website (https://www.siue.edu/about/announcements/coronavirus/) to better understand prevention strategies and safety expectations.

- Students and employees are expected to maintain healthy hygiene practices.

- Students and employees are expected to follow COVID-related guidelines and directions.

- Students and employees are expected to conduct a daily health self-assessment and isolate themselves if COVID-related symptoms are present. COVID-related symptoms include:

  - Fever (100.4 degrees or above) or chills
  - Cough
  - Shortness of breath or difficulty breathing
  - Fatigue
  - Muscle or body aches
  - Headache
  - New loss of taste or smell
  - Sore throat
  - Congestion or runny nose
  - Nausea or vomiting
  - Diarrhea

Academic Integrity

Students are reminded that the expectations and academic standards outlined in the Student Academic Code (3C2) apply to all courses, field experiences and educational experiences at the University, regardless of modality or location. The full text of the policy can be found here: https://www.siue.edu/policies/3c2.shtml. *Pay attention to the plagiarism policy.
Recordings of Class Content

Faculty recordings of lectures and/or other course materials are meant to facilitate student learning and to help facilitate a student catching up who has missed class due to illness or quarantine. As such, students are reminded that the recording, as well as replicating or sharing of any course content and/or course materials without the express permission of the instructor of record, is not permitted, and may be considered a violation of the University’s Student Conduct Code (3C1), linked here: https://www.siue.edu/policies/3c1.shtml.

Potential for Changes in Course Schedule or Modality

As the COVID-19 pandemic continues, there remains a possibility that planned classroom activities will need to be adjusted. Depending on circumstances and following state-issued recommendations, potential changes include changes in course modality (e.g., transition from face-to-face to online) or in course scheduled meetings. These changes would be implemented to ensure the successful completion of the course. In these cases, students will be provided with an addendum to the class syllabus that will supersede the original version. If the course schedule or modifications significantly alter expectations, a new syllabus will be issued.

Services for Students Needing Accommodations

Students needing accommodations because of medical diagnosis or major life impairment will need to register with Accessible Campus Community & Equitable Student Support (ACCESS) and complete an intake process before accommodations will be given. Students who believe they have a diagnosis, but do not have documentation, should contact ACCESS for assistance and/or appropriate referral. The ACCESS office is located in the Student Success Center, Room 1203. You can also reach the office by emailing us at myaccess@siue.edu or by calling 618-650-3726.

If you feel you would need additional help in the event of an emergency situation, please notify your instructor to be shown the evacuation route and discuss specific needs for assistance. If you feel you would need additional help in the event of an emergency situation, please notify your instructor to be shown the evacuation route and discuss specific needs for assistance.

Diversity and Inclusion

SIUE is committed to respecting everyone’s dignity at all times. In order to learn, exchange ideas, and support one another, our virtual and physical classrooms must be places where students and teachers feel safe and supported. Systems of oppression permeate our institutions and our classrooms.

All students and faculty have the responsibility to co-create a classroom that affirms inclusion, equity, and social justice, where racism, sexism, classism, ableism, heterosexism, xenophobia, and other social pathologies are not tolerated. Violations of this policy will be enforced in line with the SIUE Student Conduct Code.

The Hub https://www.siue.edu/csci is an excellent resource for students for support and community. Any person who believes they have experienced or witnessed discrimination or harassment can contact Ms. Jamie Ball, Director in the Office of Equal Opportunity, Access and
Title IX Coordination at (618) 650-2333 or jball@siue.edu. There is also an online form for reporting bias incidents at https://cm.maxient.com/reportingform.php?SIUEdwardsville&layout_id=10.

Additional Support

*Academic and Other Student Services*

As an enrolled SIUE student, you have a variety of support available to you, including:

* Lovejoy Library Resources
* Academic Success Sessions
* Tutoring Resource Center
* The Writing Center
* Academic Advising
* Financial Aid
* Campus Events
* Counseling Services

If you find that you need additional support, please reach out to me and let me know.

*Cougar Care*

Dealing with the fast-paced life of a college student can be challenging, and I always support a student’s decisions to prioritize mental health. Students have access to counseling services on campus (Student Success Center, 0222). Make an appointment by visiting cougarcare.siue.edu or by calling 618-650-2842. *Technical Support*

Since this is an online course, you are expected to have reliable Internet access on a regular basis. It is your responsibility to address any computer problems that might occur. Such problems are not an excuse for delays in meeting expectations or for missing course deadlines. Contact ITS at 618-650-5500 or at help@siue.edu with any technical concerns. You can also check the functionality of University systems, including Blackboard, at the ITS System Status page, or search the ITS Knowledge Base for various how-to and troubleshooting guides.

Tips for taking online assessments:

* Set up a wired (Ethernet) Internet connection on your computer
* Do not use a mobile device, such as a phone or tablet
* Read the instructions and directions carefully
* Be prepared to complete the assessment in the allotted time

This syllabus, and all course-related materials, are the intellectual property of Dr. Susann Christ and/or SIUE. Students who give or sell this syllabus or course-related materials, without the written permission of Dr. Lindsay Ross-Stewart to any outside agency or person who is not currently enrolled in this class or at SIUE, will be in violation of the University's code of conduct and may be subject to disciplinary action, including but not limited to, immediate removal from the class.
PSYCHOLOGY DEPARTMENT POLICY ON PLAGIARISM

Plagiarism includes presenting someone else's words without quotation marks, (even if you cite the source,) presenting someone else's ideas without citing the source, or presenting one's own previous work as though it were new. When paraphrasing from another source or your own work, at the very least, the student should change the wording sentence syntax, & order of ideas presented in the paper. Additionally, you should not submit a paper or parts of a paper written to fulfill the requirements in another class without prior approval of the current instructor & appropriate citation. Ideally, the student will integrate ideas from other sources.