Montgomery County Community College
PSY 137
Introduction to Organizational Psychology
3-3-0

COURSE DESCRIPTION:
Explores the application of psychological theory and research to understanding and improving work environments in both for profit and non-profit organizations. Students will gain skills through experiential learning of topics including enhancing motivation, performance evaluation, job satisfaction, communication, conflict resolution, achievement and leadership.

REQUISITES:
Previous Course Requirements
None

Concurrent Course Requirements
None

LEARNING OUTCOMES Upon successful completion of this course, the student will be able to:	LEARNING ACTIVITIES	EVALUATION METHODS
1. Communicate and apply their knowledge of terms, concepts and theories essential to Industrial and Organizational Psychology.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Assigned Readings	Personal Reflection Papers Individual Projects
2. Describe the role and impact of psychological theories as applicable to the global workplace.	Written and/or Oral Lectures Active Discussion Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	Active Discussion Research Papers In-Class Assignments Personal Reflection Papers

LEARNING OUTCOMES	LEARNING ACTIVITIES	EVALUATION METHODS
3. Analyze the process of job analysis, candidate selection, and training.	Written and/or Oral Lectures Active Discussion Online Resources Organizational Videos Research Papers Assigned Readings In-class assignments	Active Discussion Research Papers In-Class Assignments
4. Define motivational theories and explain their impact in the work environment.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers* Assigned Readings In-Class Assignments	Active Discussion Mid-Term and Final Exams In-Class Assignments
5. Define the role of morale, perception, attitudes, communication, motivation, work teams, politics and job satisfaction in the workplace.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	Active Discussion Individual and Group Projects Research Papers Personal Reflection Papers In-Class Assignments
6. Analyze, describe and apply the principles of ethical leadership to support an organizational culture open to informed decision making.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings Ethical Case Studies In-Class Assignments	Active Discussion Personal Reflection Papers Ethical Case Studies In-Class Assignments

LEARNING OUTCOMES	LEARNING ACTIVITIES	EVALUATION METHODS
7. Use resources appropriately to critically evaluate industrial and organizational psychology research including a proficiency in reviewing and citing research.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	Research Papers Individual and Group Projects In-class assignments
8. Analyze how leadership and cultural diversity can affect an organization as well as how human behavior affects the organization.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	Active Discussion In-Class Assignments Personal Reflection Papers
9. Apply Industrial and Organizational Psychology concepts and theories to an organizational analysis of a for-profit and non-profit organization.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	Active Discussion Individual and Group Projects Research Papers In-Class Assignments
10. Comprehend the perspectives, needs and functions of different shareholders in the organization	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	Active Discussion Individual and Group Projects Research Papers In-Class Assignments

LEARNING OUTCOMES	LEARNING ACTIVITIES	EVALUATION METHODS
11. Demonstrate the ability of self-reflection in relation to personal leadership style and goals to foster change consistent with global changes and societal sustainability.	Written and/or Oral Lectures Active Discussion Individual and Group Projects Online Resources Organizational Videos Research Papers Assigned Readings In-Class Assignments	In-Class Assignments Personal Reflection Papers

At the conclusion of each semester/session, assessment of the learning outcomes will be completed by course faculty using the listed evaluation method(s). Aggregated results will be submitted to the Associate Vice President of Academic Affairs. The benchmark for each learning outcome is that *70% of students will meet or exceed outcome criteria*.

SEQUENCE OF TOPICS:
1. Introduction to Industrial and Organizational Behavior
2. Methods and Statistics
3. Individual Differences and Assessment
4. Job Analysis and Performance
5. Performance Measurement
6. Staffing Decisions
7. Training and Development
8. The Motivation to Work
9. Attitudes, Emotions, and Work
10. Stress and Worker Well-being
11. Fairness and Diversity in the Workplace
12. Leadership
13. Teams and Organization
14. The Organization of Work Behavior

LEARNING MATERIALS:
Textbooks are selected each semester at the discretion of the division.

Recommended Text:

Landy, F.J. and Conte, J.M (2016). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology (4th ed.).* Hoboken, New Jersey: Wiley-Blackwell.

Other learning materials may be required and made available directly to the student and/or via the College's Libraries and/or course management system.

COURSE APPROVAL:
Prepared by: Mary Louise Whitehill   Date: 2/2002
Revised by: Doreen Fisher   Date: 10/2010
Interim VPAA/Provost Compliance Verification:
       Victoria L. Bastecki-Perez, Ed.D.   Date: 12/20/2010

Revised by: Lesley Huff and Mary Lu Whitehill   Date: 7/2013
VPAA/Provost or designee Compliance Verification:
       Victoria L. Bastecki-Perez, Ed.D.   Date: 7/22/2013

Revised by: Mary Lou Whitehill   Date: 2/26/2018
VPAA/Provost or designee Compliance Verification: Date: 2/27/2018

This course is consistent with Montgomery County Community College's mission. It was developed, approved and will be delivered in full compliance with the policies and procedures established by the College.