Course Information Form (CIF)

Course Code: PSY 222

Course Title: Industrial and Organizational Psychology

Department: Arts, Media, and Social Sciences
PCS Code: 1.1 - Baccalaureate/Transfer
CIP Code: 42.2804
Repeatability: 0

Effective Date: Summer 2026

Credit Hours

Catalog Notation: 3-0-3
Credit Hour Distribution:

Lecture: 3	Lab: 0	Clinical: 0	**Total: 3**

General Course Information

Catalog Description

Introduction to application of psychological theory and research to organizations. Topics include theories of organizational structure, development and change, leadership and decision making, personnel issues and decisions, human interaction in organizations, and job satisfaction and motivation.

General Course Objectives

- Use psychological theory and research related to organizations.
- Describe and discuss theories of organizational structure, development, and change.
- Examine types of leadership and decision making in organizations.
- Describe and discuss personnel issues and decisions, including selection, placement, training, job analysis, and performance appraisal.
- Examine human interaction in organizations and job satisfaction and motivation.

Minimum Placement Levels

English	Reading	Math
None	None	None

Prerequisites

Credit in PSY 101

Methods of Evaluation

6 objective quizzes, discussions, midterm, and final exams.

Instructional Materials and Additional Supplies

Psychology Applied to Work: An Introduction to Industrial and Organizational Psychology, by Muchinsky. Students may choose an online or print copy of the current edition of the textbook.

Course Content

General Learning Outcomes (GLOs)

- Critical Thinking and Information Literacy: Students will demonstrate the ability to evaluate perspectives, evidence, and implications, and to locate, assess, and use information effectively.

Course Segments and Student Learning Outcomes

Course Segment	Learning Outcomes	Lecture Hours	Lab Hours	Clinical Hours
The Historical Background of I/O Psychology	1. Identify the major fields of I/O psychology. 2. Describe the history of I/O psychology, including major people and events. 3. List the reasons for cross-cultural interest in I/O psychology.	3	0	0
Research Methods in I/O Psychology	1. Describe the research process. 2. Identify the advantages and disadvantages of laboratory experiments, quasi-experiments, questionnaires, and observations. 3. Describe meta-analysis and qualitative research methods. 4. Identify ethical issues associated with research.	4	0	0
Criteria: Standards for Decision Making	1. Describe the meaning of criterion deficiency, relevance, and contamination. 2. Explain the purpose of work analysis and the various methods of conducting one. 3. Explain the major criteria of job performance examined by I/O psychologists.	4	0	0
Predictors: Psychological Assessments	1. Identify the major types of reliability and explain what they measure. 2. Identify the major manifestations of validity and explain what they measure. 3. Explain the role of psychological testing in making assessments of people, including ethical issues and predictive accuracy. 4. Describe the utility of non-test predictors such as interviews, assessment centers, work samples, biographical information, and letters of recommendation.	4	0	0
Personnel Decisions	1. Explain the social and legal context for personnel decisions. 2. Describe the selection of employees and the process of assessing job applicants. 3. Explain the concept and significance of test utility related to organizational efficiency. 4. Describe the personnel functions of placement and classification.	4	0	0
Organizational Learning	1. Explain the relationship between learning and task performance. 2. Describe the strategic value of training and development to organizations. 3. Compare and contrast the major methods of training with attention to their strengths and weaknesses. 4. Describe the importance of cultural diversity training, sexual harassment training, and mentoring in management development. 5. Explain the evaluation of training and development programs.	4	0	0
Performance Management	1. Describe the performance management process and its purpose. 2. Explain the common rating errors and biases. 3. Describe peer assessment, self-assessment, and 360-degree feedback. 4. Describe the role of feedback giving, seeking, and reactions within performance management.	3	0	0

Course Segment	Learning Outcomes	Lecture Hours	Lab Hours	Clinical Hours
Organizations and Organizational Change	1. Explain the classical and structural theories of organizations. 2. Describe the components of social systems, including roles, norms, and organizational culture. 3. Explain downsizing, outsourcing, off-shoring, and mergers and acquisitions. 4. Describe the rationale for organizational change and why employees resist change.	3	0	0
Affect, Attitudes, and Behavior at Work	1. Explain the role of affect, moods, and emotions in the workplace. 2. Describe the concepts of organizational citizenship behavior, counterproductive work behavior, and organizational politics. 3. Explain the concept of the psychological contract in employment and its changing nature.	4	0	0
Workplace Psychological Health	1. Explain the concept of psychological health and its major components. 2. Define the concept of work stress, list the different types of work stressors, and explain their impact on employees. 3. Describe issues of work/family conflict and dual-career families. 4. List and describe possible psychological effects of unemployment.	4	0	0
Work Motivation	1. List and describe five concepts central to work motivation. 2. Critique these work motivational theories: need hierarchy, equity, expectancy, reinforcement, and goal setting. 3. Formulate practical examples of applying motivational strategies.	4	0	0
Leadership	1. Describe, compare, and contrast major theoretical approaches to the study of leadership. 2. Examine cross-cultural and diversity issues in leadership. 3. Explain the concept of entrepreneurship.	4	0	0

Total Contact Hours

Lecture Hours	Lab Hours	Clinical Hours
45	0	0