

DEREE COLLEGE SYLLABUS FOR:

UK CREDITS: 15

PS 4224 INDUSTRIAL/ORGANISATIONAL PSYCHOLOGY – LEVEL 6
(Updated Spring 2015)

3/0/3

PREREQUISITES:

PS 3026 Social psychology-Level 5
AND
PS 3032 Testing and Assessment-Level 5
OR
PS 3018 Research Methods in Psychology

CATALOG

DESCRIPTION:

A systematic analysis of the science of people at work: Topics include, but not exclusively, jobs requirement, selection and assessment, and the overall interface between the organization and its people. Personnel selection, evaluation and, training methods are assessed, whilst the roles of Job Satisfaction, Motivation at work and Productivity in changing economic times are explored. Working conditions & job design factors are evaluated in the context of the psychological work contract and the Long Work Hours Culture. Organizational behavior and stress management issues covered.

RATIONALE:

The course covers the scientific concepts, methods and research findings in industrial and organizational psychology. It is designed for students in Psychology, Business, Sociology and Economics who want to know how psychological theories and research are applied to problems in organizations and the world of work.

LEARNING OUTCOMES: As a result of taking this course, the student should be able to:

1. Acquire and apply the foundation of knowledge in industrial-organizational psychology.
2. Describe and assess how a job interview is conducted, using the main criteria, whilst applying the main concepts in the construction of personnel tests and selection procedures.
3. Critically evaluate the classical and contemporary theories of motivation and apply that knowledge in relation to job satisfaction, working cooperatively in groups.
4. Analyze the main intelligence, aptitude, personality and interest tests used in industrial psychology on an International basis.
5. Compare and contrast the main functions of job and work design in relation to working conditions, working cooperatively in groups.
6. Scientifically assess and critically evaluate organizational stress management programmes currently used on a worldwide basis.

METHOD OF TEACHING

AND LEARNING: In congruence with the learning and teaching strategy of the college, the following tools are used:

- Class lectures, interactive learning (class discussions, group work) video presentations, and practical problems solved in class.
- Exercises and primary source documents are assigned as homework, the solutions of which are reviewed in class.
- Office hours
- Blackboard Site

ASSESSMENT:

In-class practical exercises - formative	0%	Review, analysis and discussion of case studies
Group project - summative	60%	Critical review of literature, data collection, analysis and discussion
In-class final examination (2 hours, comprehensive) - summative	40%	Essay questions (choice: 3 out of 5)

The formative assessment aims to prepare students for the summative assessments.

The Group project assesses Learning Outcomes 3 & 5

The Final Examination assesses Learning Outcomes 1, 2, 4, and 6.

READING

LIST:

1. Required Textbooks:

Robbins, S.P. Organizational Behaviour. Prentice-Hall, latest edition.

Spector, P. E. Industrial and Organizational Psychology: Research and Practice. International Student Version. Latest Edition. Wiley.

2. Further Suggested Readings:

Arnold, J. Work Psychology. (Latest Edition). Prentice Hall

Burke, R., & Cooper, C.L. (2009). The Long Work Hours Culture: Causes, Consequences and Choices. Emerald.

Dewe, P., O'Driscoll, P.O., Cooper, C.L. (2010). Coping with Work Stress: A review and Critique. Wiley-Blackwell.

Fotinos-Ventouratos, R.S. J. & Cooper, C.L. Sir (2015). The Economic Crisis and Occupational Stress. Edward Elgar Publishing. Cheltenham, UK. Northampton, MA, USA

Lundberg, U., & Cooper, C.L. (2011). The Science of Occupational Health: Stress, psychobiology and the new world of work. Wiley-Blackwell.

Payne, R., Cooper, C.L. (Latest Edition). Causes, Consequences & Coping With Stress at Work. Wiley-Blackwell.

SUGGESTED ARTICLES (n.b. updated bibliography list).

Allen, D.G., Mahto, R.V., & Otondo, R.F. (2007). Web-based recruitment: Effects of information, organizational brand, and attitudes toward a web site on applicant attraction. *Journal of Applied Psychology*, 92, 1696-1708

Allen, J., & Sanders, K. (2002). Gender gap in earnings in the industry level. *European Journal of Women's Studies*, 9, 163-180.

Arthur, W., Jr., Bennett, W., Jr., Edens, P.S. & Bell, S.T. (2003). Effectiveness of training organizations: A meta-analysis of design and evaluation features. *Journal of Applied Psychology*, 88, 24-245.

Ashton, M.C., (1998). Personality and Job Performance. The importance of narrow traits. *Journal of Organizational Behaviour*, 19, 289-303.

Bandura, A., & Locke, E., (2003). Negative self-efficacy and goal effects, revisited. *Journal of Applied Psychology*, 88, 87-99.

Baranik, L.E., Roling, E.A., & Eby, L.T. (2010). Why does mentoring work? The role of perceived organizational support. *Journal of Vocational Behavior*. 76, 366-373.

Birdi, K., Warr, P., & Oswald, A. (1995). Age differences in three components of employee well-being. *Applied Psychology: An International Review*, 44, 345-373.

Derks, D., Van Duin, D., Bakker, A. (2015). Smartphone use and work-home interference: The moderating role of social norms and employee work engagement. *Journal of Occupational & Organizational Psychology* March 2015. 88, 155-177.

Earley, P. (1989). Social loafing and collectivism: A comparison of the United States and the People's Republic of China. *Administrative Science Quarterly*, 34, 565-581.

Fisher, C.D. (2000). Mood and emotions while working: Missing pieces of job satisfaction? *Journal of Organizational Behavior*, 21, 185-202.

Fotinos, R.F. & Cooper, C.L., (2005). The Role of Gender and Social Class in Work Stress. *Journal of Managerial Psychology*, Vol. 20, No. 1. 14-23

Jackson, C.J., Furnham, A., & Willen, K. (2000). Employer willingness to comply with the Disability Discrimination Act regarding staff selection in the UK. *Journal Of Occupational and Organizational Psychology*, 73, 119-129.

Michel, J.S., Mitchelson, J. K., Kotrba, L. M., LeBreton, J.M., & Baltes, B.B. (2009). A comparative test of work-family conflict models and critical examination of work-family linkages. *Journal of Vocational Behavior*, 74, 199-218.

Payne, S., Culbertson, S. Lopez., Y., Boswell, W. Barger, E. (2015) Contract breach as a trigger for adjustment to the psychological contract during the first year of employment. *Journal of Occupational and Organizational Psychology*. March 2015, 88, 41-60

Raabe, B., Frese, M., & Beehr, T.A. (2007). Action regulation theory and career self-management. *Journal of Vocational Behavior*, 70, 297-311

Siu, O.L., Lu, L., & Cooper, C.L. (1999). Managerial stress in Hong Kong and Taiwan: A comparative study. *Journal of Managerial Psychology*, 14, 6-25

Schein, V.E., Mueller, R., Lituchy, T., & Liu, J. (1996). Think manager- think male: A global phenomenon? *Journal of Organizational Behavior*, 17, 33-41.

Warr, P. (2001). Age and work behaviour: Physical attributes, cognitive abilities, knowledge, personality traits and motives. In C.L. Cooper & I.T. Robertson (Eds). *International Review of industrial and organizational psychology: 2001* (pp 1-36), Chichester. England. John Wiley

Warr, P. (2007). Some historical developments in I-O Psychology outside the United States. In L.L. Koppes, P.W. Thayer, A.J. Vinchur, & E. Salas (Eds). *Historical perspectives in industrial and organizational psychology*. (pp. 81-107). Mahwah. NJ: Lawrence Erlbaum.

Witt, L., & Nye, L.G. (1992). Gender and the relationship between perceived fairness of pay or promotion and job satisfaction. *Journal of Applied Psychology*, 77, 910-917.

**RECOMMENDED
MATERIAL:**

Harvard Business Review (monthly).
Journal of Applied Psychology
Journal of Managerial Psychology
Journal of Occupational and Organizational Psychology (monthly).
Journal of Organizational Behavior
Journal of Vocational Behavior

WWW. RESOURCES: British Psychological Society

www.bps.org.uk

American Psychological Association

www.apa.org

Emerald: Research you can use

www.emeraldinsight.com

INDICATIVE CONTENT: 1. Industrial and Organizational Psychology in Perspective

2. Employee Selection and Training

3. The Organizational and Social Context of Human Work

4. Measures of Human Abilities and Personality

5. The Design of the Job and Work Environment

6. Occupational Stress