



Course Syllabus

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| Course Code | Course Title | ECTS Credits |
| PSY-411 | Industrial and Organizational Psychology | 6 |
| Prerequisites | Department | Semester |
| PSY-110, PSY-111 | Social Sciences | Fall |
| Type of Course | Field | Language of Instruction |
| Elective | Psychology | English |
| Level of Course | Lecturer(s) | Year of Study |
| 1 st Cycle | Dr. Maria Michailidis | 4 th |
| Mode of Delivery | Work Placement | Co-requisites |
| Face-to-Face | N/A | None |

Course Objectives:

The main objectives of the course are to:

- Understand what influences people's behavior on the job and what consequences their job behavior has for others around them and for the organization in which they work. It investigates what causes people to work hard, to quit their jobs, to feel good about their company, or to sabotage a colleague's efforts.

Learning Outcomes:

After completion of the course students are expected to be able to:

1. Inspect critically the field of work/industrial and organizational psychology.
2. Illustrate what I/O psychologists do and how they do it.
3. Critically assess the research methodology of the field
4. Examine what is required in selecting, training, and evaluating employees.
5. Compare and contrast the psychological theories involved in leadership, job satisfaction, and employee motivation.
6. Evaluate what influences people's behavior on the job and what consequences their job

behavior has on others around them and on the organization in which they work
7. Critically assess and how organizational behavior applies to real situations.

Course Content:

1. Methods and Statistics in I-O Psychology
2. Individual Differences and Assessment
3. Job Analysis and Performance.
4. Performance Measurement.
5. Staffing Decisions.
6. Training and Development
7. The Motivation to Work.
8. Attitudes, Emotions, and Work.
9. Stress and Worker Well-Being.
10. Fairness and Diversity in the Workplace.
11. Leadership
12. Teams in Organizations.
13. The Organization of Work Behavior.

Learning Activities and Teaching Methods:

Power Point Lectures, practical exercises, class activities, role play

Assessment Methods:

Mid-Term, Presentation, Term-Paper, Final Exam.

Required Textbooks / Readings:

| Title | Author(s) | Publisher | Year | ISBN |
|-------------------------------|-------------------|-----------|------|-------------------|
| Industrial and Organizational | Spector, Paul, E. | Wiley | 2012 | 978-1-118-37959-2 |

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| Psychology: Research and Practice, International Student Version | | | | |
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Recommended Textbooks / Readings:

| Title | Author(s) | Publisher | Year | ISBN |
|---|------------------------------|------------------|--------------------------|-------------------|
| Work in the 21st Century: An Introduction to Industrial and Organizational Psychology | Landy, F. J., & Conte, J. M. | Wiley | 2010 | 978-1-4051-9025-1 |
| The Psychology of Work and Organizations – paperback | Stephen Woods, Michael West | Cengage | 1 st ed. 2010 | 978-1408018866 |