



## Course Syllabus

<b>Course Code</b>	<b>Course Title</b>	<b>ECTS Credits</b>
PSY-411	Industrial/Organizational Psychology	6
<b>Prerequisites</b>	<b>Department</b>	<b>Semester</b>
PSY-110, PSY-111	Social Sciences	Spring
<b>Type of Course</b>	<b>Field</b>	<b>Language of Instruction</b>
Elective	Psychology	English
<b>Level of Course</b>	<b>Lecturer(s)</b>	<b>Year of Study</b>
1 <sup>st</sup> Cycle	Dr Mark Sullman	4 <sup>th</sup>
<b>Mode of Delivery</b>	<b>Work Placement</b>	<b>Co-requisites</b>
Face-to-face	N/A	None

### Course Objectives:

The main objectives of the course are to:

- Understand what influences people's behaviour on the job and what consequences their job behavior has for others around them and for the organization in which they work. The course examines 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:

- Critically inspect the field of industrial and organizational psychology.
- Illustrate what I/O psychologists do and how they do it.
- Critically assess the research methodology of the field
- Examine what is required in selecting, training, and evaluating employees.
- Compare and contrast the psychological theories involved in leadership, job satisfaction, and employee motivation.
- Evaluate what influences people's behaviour on the job and what consequences their job behaviour has on others around them and on the organization in which they work.

- Critically assess and how organizational behaviour applies to real situations.

**Course Content:**

1. Research Methods and Statistics in I-O Psychology
2. Individual Differences and Assessment
3. Job Analysis and Performance.
4. Performance Measurement.
5. Staffing Decisions.
6. Learning, Training and Development
7. Motivation.
8. Attitudes, Emotions, and Work.
9. Safety, Stress and Health.
10. Organisational Culture and Climate.
11. Leadership
12. Teams and Teamwork.
13. The Psychology of Work.

**Learning Activities and Teaching Methods:**

Lectures, practical exercises, class activities

**Assessment Methods:**

Presentation, Final Exam.

**Required Textbooks / Readings:**

Title	Author(s)	Publisher	Year	ISBN
The Psychology of Work and Organizations	Stephen Woods & Michael West	Cengage	2014	ISBN-13: 978-1-4080-7245-5

**Recommended Textbooks / Readings:**

<b>Title</b>	<b>Author(s)</b>	<b>Publisher</b>	<b>Year</b>	<b>ISBN</b>
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