

# Industrial/Organizational Psychology

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Last Updated: Wed, 08/06/2025

**Course prefix:** PSYC

**Course number:** 2220

**Section:** A

**CRN (you may add up to five):**  
93864

**Instructor First Name:** Zachary

**Instructor Last Name:** Tidler

**Semester:** Fall

**Academic year:** 2025

**Course description:**

This course offers a broad overview of the field of industrial and organizational (I-O) psychology. It examines how psychological theories and methods are applied to understand and solve problems in the workplace. Topics include personnel selection, training, job performance, motivation, job attitudes, leadership, work teams, organizational development, and occupational health.

**Course learning outcomes:**

By the end of this course, students should be able to:

1. Explain key concepts, theories, and findings in I-O psychology.
2. Apply I-O psychology principles to analyze workplace issues.
3. Understand the methods used in I-O psychological research.
4. Critically evaluate research and practices in organizational settings.

**Required course materials:**

None

**Grading policy:**

**Graded Components:**

**Attendance Tracking:** 5%  
**Canvas Discussion Posts:** 10%  
**Flashcard Exercises:** 10%  
**In-Class/Homework Activities:** 25%  
**Midterm Exam:** 25%  
**Final Exam (Cumulative):** 25%

***Grade Scale:***

A = 90-100%  
B = 80-89%  
C = 70-79%  
D = 60-69%  
F = 0-59%

**Attendance policy:**

Attendance will be tracked via daily Canvas quizzes and will constitute 5% of the total course grade. In addition to any GT-approved absences, up to two absences will be automatically “dropped” (i.e., they will not affect the course grade).

**General Late-work policy:**

Each student will be permitted a maximum of two late-submitted assignments from the “In-class/Homework Activities” categories (up to 5 days beyond the original due date). This is intended to accommodate absences due to illnesses or other unavoidable issues, but you do not need to submit any documentation (e.g., Dean of Students/Office of Student Life letters). You’ll simply need to submit the late assignment to its original submission portal and, as long as you have not already had two late submissions, the assignment will be accepted.

For assignments from other categories, no late submissions will be accepted.

**GT-Approved Absence Policy:**

I will **also** allow you to make up work that is missed due to GT-approved absences ( <http://www.registrar.gatech.edu/students/formlanding/iaabsences.php>). The institute may approve absences due to some of the following circumstances: students missing class to deliver a paper at a conference, students attending a seminar or conference related to their studies, students participating in an athletic event for Georgia Tech, students attending a conference related to a leadership group of which they are members and officers, or students attending a meeting or conference as Georgia Tech representatives. As with the general late work policy, submissions that are more than 5 days late will not be accepted.

**PLEASE NOTE: Notes from the Dean of Students’ Office or the Office of Student Life that document an absence for medical reasons do not constitute a GT-**

**approved absence and is not applicable to this policy.**

**Academic honesty/integrity statement:**

Students are expected to maintain the highest standards of academic integrity. All work submitted must be original and properly cited. Plagiarism, cheating, or any form of academic dishonesty will result in immediate consequences as outlined in the university's academic integrity policy.

**Core IMPACTS statement(s) (if applicable):**

This is a Core IMPACTS course that is part of the Social Sciences area.

Core IMPACTS refers to the core curriculum, which provides students with essential knowledge in foundational academic areas. This course will help master course content, and support students' broad academic and career goals.

This course should direct students toward a broad Orienting Question:

- How do I understand human experiences and connections?

Completion of this course should enable students to meet the following Learning Outcome:

- Students will effectively analyze the complexity of human behavior, and how historical, economic, political, social or geographic relationships develop, persist or change.

Course content, activities and exercises in this course should help students develop the following Career-Ready Competencies:

- Intercultural Competence
- Perspective-Taking
- Persuasion