

Industrial/Organizational Psychology

Last Updated: Thu, 01/08/2026

Course prefix: PSYC

Course number: 2220

Section: R

CRN (you may add up to five):

35469

Instructor First Name: Stephen

Instructor Last Name: Smith

Semester: Spring

Academic year: 2026

Course description:

An introduction to industrial/organizational psychology providing an overview of behavior in the workplace and psychology applied in industrial and organizational settings.

Course learning outcomes:

- Demonstrate an understanding of job analysis.
- Demonstrate an understanding of selection procedures, including criteria, predictors, and decision processes.
- Demonstrate an understanding of other personnel procedures, such as performance appraisal and training.
- Demonstrate an understanding of the role of diversity and its importance to organizational effectiveness.
- Demonstrate an understanding of how variations in ability, personality, etc. influence the individual, others and the organization.
- Demonstrate an understanding of how interpersonal processes influence the individual, group, and organization.
- Demonstrate an understanding of how organizational factors influence individuals, groups, and the organization.
- Demonstrate an understanding of stress and well-being at work.
- Apply the models and theories to personal and professional experiences.

Required course materials:

Spector, P. E. (2021). Industrial and organizational psychology: Research and practice (8th ed.). John Wiley & Sons.

Grading policy:**In-Class Activities (20%)**

Many class sessions will include an in-class assignment. These will be due on the day they are assigned.

Team Consulting Assignments (40%)

The majority of the sections will include a team “consulting” assignment. These assignments will require you to apply the knowledge you have learned.

Content quizzes (25%)

There will be five content quizzes distributed across the semester. Questions will be a combination of multiple choice, fill in the blank and short written response questions. You are not allowed to use any notes, the book, etc. when taking the quizzes. A study guide is posted in the content for each section to help you prepare – be sure you understand each concept on the study guide before beginning the quiz.

Final Exam (15%)

The final exam will be cumulative and will be in the same format as the quizzes, but with a two-hour time limit.

Attendance policy:

It is your responsibility to attend class, complete your reading, and complete your assignments on time. All of these will help you learn and integrate the material. You are responsible for any information you miss throughout the semester, so find a buddy who would be happy to share notes when you are absent.

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 students 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