



# Psychology 3530

## Industrial-Organizational Psychology

*Fall, 2008*

**Professor:** Steve Scher  
**Office:** Physical Sciences 3143  
**www:** ux1.eiu.edu/~sjscher

**Office Ph:** 581-7269  
**Home Ph:** 239-4262  
**Email:** sjscher@eiu.edu

**Office Hours:** Mondays 12:30 to 2 pm; Tuesdays 12:30 to 2 pm; Thursdays, 10 to 11 am

Industrial-Organizational Psychology is the psychology of work. It is concerned with the development and application of scientific principles to the workplace. I/O Psychology is a scientific field, trying to develop theories and test ideas about how people think, feel, and act in work. But, it is also an applied field, dedicated to applying psychological principles to work settings, with the goal of making workers' lives better, and/or of making workers perform better so that the company better meets its goals. In this class we will focus on some of the tools I/O psychologists use to understand and improve the hiring process and the way in which workers work in their jobs.

**Reading:** You are expected to do the assigned reading for this class before the due date. All reading will come from *Industrial & Organizational Psychology: Research and Practice*(4th ed)., by Paul E. Spector.

**Grades:** Your grade in this class will be based on a total of 400 points. Points will come from three exams (100 points each), four homework assignments (20 points each), and two in-class assignments (10 points each).

- Students earning 360 points or more in the class will get an A.
- Students earning 320 or more points will get at least a B
- Students earning 280 or more points will get at least a C.
- Students earning 240 or more points will get at least a D.
- Students earning fewer than 240 points will fail the class.

Each exam will be approximately 60% essay and 40% 'objective' questions. Objective questions may be true-false, multiple choice, matching, or definitions. For each exam, you will be responsible for all material (readings and lectures) we have covered since the previous exam (that is, exams will not be cumulative). Further details will be provided before each exam

Exam one will be held on **September 30**. Exam 2 will be held on **November 6**. Exam 3 will be held on **Wednesday, December 17, at 10:15 am** (our scheduled final exam time).

Homework assignments are due on **October 16, October 23, November 4, and December 2**. **IMPORTANT:** All homework assignments must be handed in as hard copies. I do not accept emailed homework assignments.

**Dates of exams and due dates of homework are subject to change. All changes will be announced in class.**

In class assignments will take place in class (DOH!). Dates of these assignments will not be announced before class. In class assignments can only rarely be made up.

**Missing Exams:** I want you to be able to do your best in this class. But, I also have to be fair to all of the other students. I believe it is important for everyone to have an equal chance to get a good grade on the test, but I also don't want anyone to have an unfair advantage. Therefore, this is my policy for missing exams: If you contact me at least a week before an exam, we will schedule an early time for you to take the exam.

Unfortunately, things sometimes happen that make you miss an exam, but you can't get in touch with me before the exam. If this happens, you should get in touch with me as soon as things are under control. In order to make sure that you did not skip the exam just to get an advantage over your classmates, I will usually need to see some sort of evidence about what happened before I will give you a makeup exam.

Late homework will only be accepted under extraordinary circumstances. Be sure to talk to me as soon as possible if you are unable to turn a homework assignment in on time.

### **Tentative Class Schedule**

<b>Date</b>	<b>Topic</b>	<b>Reading</b>
Aug 26	Introduction	This Syllabus
Aug 28	What is I/O Psychology	Chapter 1
Sept. 2	I/O Psychology: Science and Practice	
Sept 4 – 11	Research Methods	Chapter 2
Sept 16 – Oct 7	Job Analysis	Chapter 3
Sept 30	<b>Exam One</b>	
Oct 9	<b>NO CLASS</b>	
Oct 14	Homosexuality in the Workplace	
Oct 16	TBA	
Oct 21	O*NET	

Oct 23	<b>Assignment 2 Due</b>	
Oct 23 – Nov 4	Performance Appraisal	Chapter 4
Nov 4	<b>Assignment 3 Due</b>	
Nov 6	<b>Exam 2</b>	
Nov 11 - 20	Employee Selection	Chapters 5 & 6
Dec 2	<b>Assignment 4 Due</b>	
Dec 2 - 4	Employee Training	Chapter 7
Dec 9 – Dec 11	Job Satisfaction & Stress	Chapter 9 & pp. 285-295
Dec 17, 10:15am	<b>Exam 3</b>	