

# Minnesota State University Moorhead

## PSY 323: Industrial/Organizational Psychology

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites:

This course requires the following prerequisite

PSY 113 - General Psychology

Corequisites: None

MnTC Goals: None

Understanding the behavior of individuals at work plus psychology's contribution to their selection, training, evaluation and motivation. Students must have earned six credits in psychology courses prior to enrolling in this class.

**B. COURSE EFFECTIVE DATES:** 06/01/1995 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Introduction and focus of Industrial/Organizational Psychology
2. History of Industrial/Organizational Psychology
3. Research methods
4. Job analysis
5. Employee selection and recruitment
6. Interviews
7. Performance evaluation
8. Training and development
9. Motivation
10. Job attitudes
11. Worker stress
12. Organizational communication
13. Group processes
14. Leadership
15. Organizational structure, culture and development

### D. LEARNING OUTCOMES (General)

1. To develop an awareness of the applications of psychology in the workplace,
2. To develop an understanding of how I/O psychology is both a theoretical and an applied science,
3. To understand psychological factors involved in various aspect of workplace such as selection, performance appraisal, training, motivation and leadership.
4. To understand how the knowledge gained from this course can be used in their own personal and professional work life.

**E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted