

INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

PSYC 258,01

Fall, 2022

Mondays 7:00 – 10:00 PM

Room: THDA 205

Office Hours: Mondays 6:00 – 6:45 PM (or by appointment)
Olin Rice 359D

Instructors

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Course Overview and Objectives

Industrial-Organizational Psychology is the scientific study of people in organizations – and the application of that science to workplace issues facing individuals, teams, organizations and society. This course will introduce you to the science and practice of I-O Psychology – what I-O Psychology has to offer anyone who plans to lead others or to help develop effective organizations.

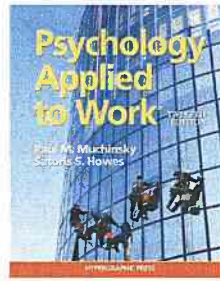
Topics will include how to determine what to look for in candidates for hire, how to evaluate candidates for hire or promotion, how best to manage performance in organizations, what's been shown to motivate people, how best to retain employees, team effectiveness, and organizational culture.

As an active participant in this course, you will be able to:

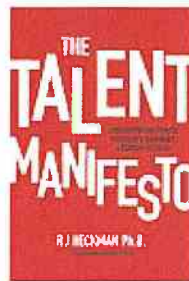
- Explain the fundamental theories, concepts, methods, research findings, and applied principles that are central to the study of Industrial-Organizational Psychology.
- Apply the principles and practices of Industrial-Organizational Psychology to real organizations and your own work life, and
- Analyze how psychology is applied to work and how you can use this knowledge in your future career.

Course Requirements

Two Required Texts –



Muchinsky, P.M. & Howes, S.S. Psychology Applied to Work. (12th Edition)



Heckman, R.J. The Talent Manifesto.

Additional readings will be posted on Moodle throughout the term.

Assessment

Your grade will be determined by your performance on the following

Class quizzes	25%
Class participation	5%
Article presentation	5%
Midterm exam	30%
Final project and reflection paper	35%

Class quizzes will be ten multiple choice/true-false items covering the key points from the week's assigned reading. You can miss and make up one quiz only. You can regain half any credit lost for incorrect items by emailing kgrabow@macalester.edu with

the correct answer and your explanation for the correct answer. You will have one week after receiving scored tests to submit corrections.

The midterm exam will cover key points from the reading, the lectures and the activities in the first half of the class. THE MIDTERM WILL COMPRISE 3 SECTIONS:

1. A TAKE HOME SECTION OF MULTIPLE-CHOICE ITEMS BASED ON THE MUCHINSKY READINGS. THIS ONE SECTION WILL BE OPEN BOOK AND SHOULD HELP YOU STUDY FOR THE ADDITIONAL SECTIONS OF THE TEST BY FOCUSING YOU ON WHAT WE SEE AS MOST IMPORTANT.
2. A SHORT ANSWER SECTION.
3. AN ESSAY SECTION.

Class participation is an important feature of the class. We expect you to ask lots of questions, to make comments, and to engage in good critical thinking (curiosity, pushback) about the material. And, of course, participation makes the class richer and more interesting for all of us.

Article presentation will be a team activity. You will have an opportunity to choose among a list of scholarly articles to digest and present the article to the class. Key REQUIREMENTS OF this presentation will be your ability to identify:

- the main question(s) addressed,
- the main conclusion(s) reached and (briefly) the evidence for the conclusion(s),
- the implications of the conclusion(s) for practitioners and/or researchers,
- your critical thinking about the article – the challenges you see in trying to apply the author’s conclusions as well as the limitations of the research and of the recommendations,
- the implications for our final projects -- what should we be looking for in our companies?

Time allotted for the presentation will be 15 minutes plus 5 minutes for questions and answers. To ensure the focus on main points, you will be limited to six slides.

Final project. Instead of a final exam, you will complete a final team project. For this project, you will be connected to a local company for the purpose of assessing their Talent Management practices. You will gather information about your organization, interview Talent Management experts at the organization, identify scholarly information relevant to your organization’s challenges, and put together a 30-minute presentation. The presentation will describe the organization’s current Talent Management practices, your assessment of their Talent Management strengths and opportunities based on all you’ve learned in the class, and one recommendation for improving in an area of identified need based on your scholarly research. You will get more information on this project as the term progresses.

Attendance and participation. Class sessions will include a mixture of lectures, discussions, activities, and simulations. We expect you to come to class prepared and fully participate throughout the session. Attendance is essential for a full understanding of the course material. If you miss a class, it is your responsibility to obtain notes and/or handouts from a classmate. You may make up one quiz only.

Electronics. We strive for a respectful, attentive environment – so, any use of laptops during class must not distract you from being present. We will NOT allow use of electronics when classmates or outside speakers are presenting. Let's discuss our electronics philosophy in our first class.

Course Policies

Grade Scale. Your grade will be determined according to the scale below. There will be no rounding up. There is no “curve” in the course – grades are not adjusted relative to your peers’ performance, and the percentage that you earn is the grade you will earn. Before the class is over, we will do everything we can to help you learn the course material, improve your assignments, and earn the best grade you possibly can.

A	93 – 100%	B	83 – 86%	C	73 – 76%	D	63 – 66%
A-	90 – 92%	B-	80 – 82%	C-	70 – 72%	D-	60 – 62%
B+	87 – 89%	C+	77 – 79%	D+	67 – 69%	F	0 – 59%

Grade Disputes. If you notice any grading clerical errors (e.g., errors in arithmetic), please notify us immediately. If you believe that points were unfairly deducted, you may submit a re-grade request. This is a typed explanation of why you believe the grade was incorrect. You must include references to relevant readings (include page numbers), lectures (include the date), and/or the grading rubric. Submit your request to us, by email, within 72 hours after the return of your exam or project. Please note that this is a true re-grade, which means you may gain or lose points. Re-grade decisions are final.

Academic integrity. Macalester College expects academic honesty (i.e., accurate portrayal of contributions and appropriate use of resources) from all students and faculty. If we have any reason to suspect your integrity on this class, we will contact you. After that meeting, we will determine what further steps are appropriate, and we may refer you to the Director of Academic Programs, who will determine the consequences. If you have questions, please contact us or refer to this link:

<http://www.macalester.edu/academicprograms/academicpolicies/academicintegrity/>

Accommodations for disabilities. We are committed to providing an inclusive environment in which all students can reach their academic potential and have equal access to academic opportunities. We will provide appropriate accommodations for

students with disabilities. If you have not already done so, please contact the Office of Student Affairs (119 Weyerhaeuser Administration Building; x6220) within the first two weeks of the semester to ensure that accommodations are made. Also in the first two weeks of the semester, please meet with one of us so we can discuss how we will work together to accommodate your needs. For more information, refer to this link:

<http://www.macalester.edu/studentaffairs/disabilityservices/>

How to reach us. Email OR TEXT is the best way to contact us. We will respond as soon as possible, usually within 24 hours. You can also make an appointment to meet with us during our office hours – 6:00 to 6:45 PM before our Monday class. Other appointment times can be arranged by contacting us.

Incompletes. Macalester College strongly discourages assigning Incomplete grades. Unless the majority of the assigned work for the course has already been done, an Incomplete will not be given. If extenuating circumstances arise, we will direct you to the Dean of Students, and we will take into account the Dean's advice when making a decision about an Incomplete request.

Translation dictionaries. You may use a foreign-language dictionary on the exams, but only if the dictionary is a physical book (i.e., not an electronic dictionary), and the book does not have any papers or written notes in it.

Slides from our lectures. We will post slides on Moodle AFTER each lecture.

COURSE SCHEDULE

Below is a **tentative** schedule for the semester. Every class moves at a different speed; therefore, the schedule may be adjusted as we go.

Week	Class Topic	Assignments Due
9/12	Introduction to course, historical background of I-O Psychology, the Talent Management Model	Muchinsky: Chapter 1 Heckman: Introduction, pp. 1-11
9/19	Work Analysis and Psychological Assessments	Muchinsky: Chapter 3 pp. 71-84; Chapter 4 pp.98 – 121 Heckman: Chapter 1 pp. 15-32
9/26	Assessment continued and Performance Management	Muchinsky: Chapter 4 pp. 122-138 and Chapter 7 pp. 218-248 Heckman: Chapter 8 pp. 131-140 and Chapter 4 pp. 67-76
10/3	Leadership	Muchinsky: Chapter 13 pp. 410-439
10/10	Teams and Teamwork Introduce the final project	Muchinsky: Chapter 9 pp. 284-311
10/17	MIDTERM <i>Team work on projects (time permitting)</i>	
10/24	R. J. Heckman presentation (Author of <u>Talent Manifesto</u>) <i>Team work on projects</i>	Heckman: Chapter 12 pages 189-202
10/31	Organization Learning/Training/Coaching <i>Team work on projects</i>	Muchinsky: Chapter 6 pp.184-215 Heckman: Chapter 5 pp. 77-98
11/7	Motivation, Engagement, Retention, Succession	Muchinsky: Chapter 12 pp. 380-408 Heckman: Chapter 6 pp. 99-113
11/14	Organizational Change and Culture	Muchinsky: Chapter 8 pp. 250-262 and 274-281
11/21	Hot Topics in I-O Psychology	Special reading on Moodle
11/28	Research	Muchinsky: Chapter 2 pp. 34-64 Heckman: Chapter 2 pp. 33-51
12/5	Final Project Presentations	