Overview


Description: This course provides a survey of the field of Industrial and Organizational (I/O) Psychology, with special emphasis on leadership ethics. We will explore the various theories used and developed by I/O psychologists, and will discuss some of this research in detail. We will also explore the ways in which I/O psychologists apply these theories in practice. The course content and structure will be primarily modeled from the textbook, with the addition of other selected topics (e.g., ethics and leadership ethics) and research studies that may not be contained in the text.

Prerequisite: PSY 3213 (Research Methods in Psychology) with a grade of C or higher.

Canvas use: The class syllabus is posted in Canvas, an online course management system. In this class Canvas will be used for maintaining grades and hosting projects.

Information on how to use Canvas is available at:
http://www.usfsm.edu/infocommons/students.php

Computer/laptop policy: You do not need an in-class computer, but you are welcome to bring your laptops whenever you wish with the exception of exam days.

Course Student Learning Outcomes Part 1 (adapted from Psychology Learning Outcomes)

1. **Knowledge and Application:** Identify knowledge of concepts and theories in Industrial-Organizational Psychology and relate them to the scientific study of behavior and mental processes, or to real-world problems through exam performance and written assignments in correct APA format.
2. **Diversity:** Recognize the impact of human diversity (e.g., individual difference variables) on individual and organizational behavior and effectiveness.
3. **Critical Thinking:** Analyze and evaluate various research methods and designs, including their strengths, weaknesses, and applications to psychological inquiry, and their role in causal
hypothesis testing. This is demonstrated through exam performance and a rigorous article critique written in APA format.


Course Student Learning Outcomes Part 2 (Upper-level General Education Pillar requirements)

5. Leadership: Demonstrate an understanding of theories and characteristics of leadership and leaders. For example,
   a. Sources of influence and power
   b. Traits of leaders
   c. Behaviors, or what leaders do
   d. Current theories of leadership
   e. Cross-cultural issues in leadership

6. Leadership Ethics:
   a. Assess the public and private morality of leaders
   b. Analyze whether a leader helps shape the moral environment, and if so, how
   c. Analyze what is it about power and success that creates ethical challenges for leaders
   d. Evaluate ethics in decision making, e.g., who would my decision effect, how will it affect them, what can I do make the results more palatable?
   e. Show what it means to walk the talk, e.g. values need to be in the halls not just on the walls (cf., Enron).

Course Student Learning Outcomes Part 3 (specific to this course)

7. Recognize (and in places, explain and evaluate) major theoretical and practical perspectives within the field of Industrial/Organizational psychology, including but not limited to the general content domains of:
   a. Research Methods in I/O Psychology
   b. Job Analysis
   c. Performance Appraisal
   d. Assessment Methods
   e. Selecting Employees
   f. Training
   g. Motivation
   h. Job Attitudes and Emotions
   i. Productive/Counterproductive Behavior
   j. Occupational Health Psychology
   k. Work Groups and Teams
   l. Leadership and Power (also used for outcome 5 above)
   m. Organizational Development and Theory
Psychology Mission Statement

The curriculum for a Psychology degree from USF Sarasota-Manatee prepares graduates for the many occupations (e.g., human services, community or public relations, administration, and advertising and market research) and graduate work in such disciplines as clinical, cognitive, and industrial/organizational psychology, education, gerontology, counseling, management, medicine, law, and other human service programs. By the time our majors are ready to graduate, they are equipped with two vital skill sets. First, our majors are familiar with numerous factors influencing behavior and mental processes, and the interactions among them. These factors range from the molecular (e.g., communication in the brain) to the cultural (e.g., human diversity). Second, our majors have developed the critical thinking skills necessary for the consumption and production of psychological research. These skills include writing and familiarity with the ethics of conducting psychological research. Students will have the opportunity to take a capstone course that allows them to create their own research study to demonstrate these competencies.

Assignments and Evaluation

Grading:

Exams: 150 points each * 3 = 450 possible points  
Projects: 125 points each * 4 = 500 possible points  
Participation: 50 points  
Total: 1,000 points possible

Final grades will be based on the following scale:

A+ 970 - 1000  
A  930 - 969  
A- 900 - 929  
B+ 870 - 899  
B  830 - 869  
B- 800 - 829  
C+ 770 - 799  
C  730 - 769  
C- 700 - 729  
D+ 670 - 699  
D  630 - 669  
D- 600 - 629  
F 0 - 599

Exam content: Each test will have approximately 50 multiple-choice items. About ¾ of these will be right out of the book. The remaining ¼ will be based on other, related, topics I’ve discussed in class (which may or may not be explicitly covered in the book).

Projects: Three course projects are intended to be an opportunity for you to explore an aspect of I/O psychology in more depth than the lectures provide. They will be graded according to your demonstrated understanding of the concepts involved and the care and effort put into the project. The due dates are noted in the schedule below and more detail will be provided in class. The projects are:
1. **Conduct a Job Analysis.** Choose an actual position and conduct a job analysis. Your sources of job-related information for this analysis should not be limited to your own memories of a job you held; you will need to pursue other sources (as provided/discussed in class).

2. **Conduct an Article Review.** Review an article from one of the following journals: Journal of Applied Psychology; Organizational Behavior and Human Decision Processes; Personnel Psychology; Academy of Management Journal; Academy of Management Review; Journal of Management. Write a 3 - 5 page paper reviewing the article. (Specific criteria to be provided in class.)

3. **Practitioner Review.** Review an advertisement or publication (e.g., from the web) describing a service offered by an Industrial/Organizational psychology practitioner or firm. The services may alternatively be referred to as management or HR consulting services, but they should be directly related to content that we have or will cover in the course. The goal is for you to see how the principles you’ve been learning in class are applied (or not!) in practice. Or, alternatively, how real-world practices are or are not addressed by the principles covered in an intro I/O course.

4. **Leadership Ethics.** Select one of the leadership ethics case studies provided in class. Write an APA-style essay on the case study that: (a) analyzes the public and private (if applicable) morality of the leader(s); (b) identifies and explains the relevant ethical principles; (c) considers the full implications of the ethical principles and/or decisions, and (d) state and defend your evaluation of the focal leader(s)’ ethical behavior/decision-making.

**Participation:** I consider participation to be the constructive contribution to a learning environment. I do not require everyone to have comments/questions every single class, but if your involvement in class is conspicuously absent, it will likely result in a decreased participation grade (particularly if it’s unclear whether or not you’re attending to the material). Students who are – in general – actively involved and collegial in class discussions can expect to receive a good participation grade.

**First-day attendance.** Students not present during the first class will be dropped from the class.

**Makeup/late policy:**

- **Exams:** If you are unable to take a test during the scheduled time, you must let me know before the test in order to schedule a make-up test. If you don’t let me know before the test, documentation of a valid reason for missing the test (e.g., a note from the hospital) must be provided or you will not be allowed a make-up, resulting in a grade of zero. Make-up tests might be in essay format. They will be administered in a proctored environment on the following Fridays from 1 to 3: Sept. 26th, Oct. 24th, Nov. 14th, and December 5th. If you must miss a test and you absolutely cannot make any of these dates, please let me know.

- **Assignments:** Assignments are due via Canvas, prior to the start of class on the day they are due. If an assignment is late, 10% of the project grade will be deducted for each class meeting missed. Late assignments will be graded at the end of the semester.
USF Sarasota-Manatee Policies and Procedures

Academic Dishonesty
The University considers any form of plagiarism or cheating on exams, projects, or papers to be unacceptable behavior. Please be sure to review the university’s policy in the USFSM Catalog and the USF Student Code of Conduct. Current and archived catalogs may be found at: http://usfsm.edu/academics/ and the USF Student Code of Conduct can be found at http://www.sa.usf.edu/srr/page.asp?id=88

Academic Disruption
The University does not tolerate behavior that disrupts the learning process. The policy for addressing academic disruption is included with Academic Dishonesty in the USFSM Catalog and the USF Student Code of Conduct. Current and archived catalogs may be found at: http://usfsm.edu/academics/ and the USF Student Code of Conduct can be found at http://www.sa.usf.edu/srr/page.asp?id=88

Contingency Plans
In the event of an emergency, it may be necessary for USFSM to suspend normal operations. During this time, USFSM may opt to continue delivery of instruction through methods that include but are not limited to: Canvas, Elluminate, Skype, and email messaging and/or an alternate schedule. It’s the responsibility of the student to monitor Canvas site for each class for course specific communication, and the main USFSM and College websites, emails, and MoBull messages for important general information. The USF hotline at 1 (800) 992-4231 is updated with pre-recorded information during an emergency. See the Campus Police Website for further information. The USF hotline at 1 (800) 992-4231 is updated with pre-recorded information during an emergency.

Disabilities Accommodation
Students are responsible for registering with the Office of Students with Disabilities Services (SDS) in order to receive academic accommodations. Reasonable notice must be given to the SDS office (typically 5 working days) for accommodations to be arranged. It is the responsibility of the student to provide each instructor with a copy of the official Memo of Accommodation. Contact Information: Disability Coordinator: 359-4714; email: disabilityservices@sar.usf.edu and website: http://usfsm.edu/disability-services/

Fire Alarm Instructions
At the beginning of each semester please note the emergency exit maps posted in each classroom. These signs are marked with the primary evacuation route (red) and secondary evacuation route (orange) in case the building needs to be evacuated. See information available on the USFSM student and faculty webpages at www.usfsm.edu

Religious Observances
The University recognizes the right of students and faculty to observe major religious holidays. Students who anticipate the necessity of being absent from class for a major religious observance must provide notice of the date(s) to the instructor, in writing, by the second week of classes. http://generalcounsel.usf.edu/policies-and-procedures/pdfs/policy-10-045.pdf

Emergency Preparedness
It is strongly recommended that you become familiar with the USF Sarasota-Manatee Emergency Action Plan on the Safety Preparedness See information available on the USFSM student and faculty webpages at www.usfsm.edu

Web Portal Information
Every newly enrolled USF student receives an official USF e-mail account. Students receive official USF correspondence and Canvas course information via that address. Therefore it is the student’s responsibility to check their USF email regularly.

Instructor Copyright
Students may not sell notes or other course materials.
Student Resources

Information Commons (General assistance, e.g., eLearning, Technology, Library resources, etc)

SMC 2nd floor, main rotunda
941-359-4295
Hours 8:00 – 9:00 Monday – Friday

Learning Support Services (tutoring, workshops, etc). [http://usfsm.edu/information-commons/tutoring/](http://usfsm.edu/information-commons/tutoring/)

Learning Support Services provides free tutoring to all actively-enrolled USFSM students, in both subject specific areas and academic writing. This service is available as a result of funding provided by the Student Government Association. The tutoring staff consists of both faculty consultants and specially trained peer tutors — undergraduate and graduate students that have met rigorous eligibility requirements.

Contact:
Su Senapati, Ph.D.
(941) 359-4323
sbs2@sar.usf.edu

Students with Disabilities Services: [http://usfsm.edu/disability-services/](http://usfsm.edu/disability-services/)

The mission of Students with Disabilities Services is to encourage and support students with both temporary and permanent disabilities. The office is committed to developing an individualized plan for academic accommodations to enable each student to participate fully in the academic experience.

Contact:
8350 N. Tamiami Trail C107
Sarasota, FL 34243
disabilityservices@sar.usf.edu
Phone: (941) 359-4714 | TTY: (941) 359-4666 | Fax: (941) 359-4701

Students of Concern Assistance Team (SOCAT). [http://legacy.usfsm.edu/socat/](http://legacy.usfsm.edu/socat/)

Works with students who may be distressed or whose behavior is of concern to others to provide support and assistance before more significant problems arise. For yourself or others.

Contact:
Lora Kosten
(941) 426-7330
SOCAT@sar.usf.edu

Counseling & Wellness Center: [http://usfsm.edu/counseling-wellness-center/](http://usfsm.edu/counseling-wellness-center/)

The Counseling and Wellness Center is available to all currently registered New College and University of South Florida Sarasota Manatee students. They provide services in consideration of the individual as a whole and emphasize emotional and physical well-being, as well as academic concerns.

Contact:
Anne E. Fisher, Ph.D.
5800 Bay Shore Road
New College of Florida
Sarasota, FL  34243
Phone:  (941) 487-4254
Fax:     (941) 487-4256
Email: fisher@ncf.edu

Veteran’s Services: [http://www.usf.edu/student-affairs/veterans/](http://www.usf.edu/student-affairs/veterans/)

Located at the Tampa campus, our office is open Monday - Friday, 8:00 AM to 5:00 PM. We are located in the Grace and Allen Building (ALN 130). Or contact us by the following means.

Phone: 813-974-2291
Email: vetserve@usf.edu
## INP 4004 Class Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday 25-Aug</td>
<td>Course intro</td>
</tr>
<tr>
<td>Wednesday 27-Aug</td>
<td>Ch. 1</td>
</tr>
<tr>
<td>Monday 1-Sep</td>
<td>Labor Day</td>
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<tr>
<td>Wednesday 3-Sep</td>
<td>Ch. 2</td>
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<tr>
<td>Monday 8-Sep</td>
<td>Ch. 2</td>
</tr>
<tr>
<td>Wednesday 10-Sep</td>
<td>Ch. 3; EC quiz assigned</td>
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<tr>
<td>Monday 15-Sep</td>
<td>Ch. 3; EC quiz assigned</td>
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<tr>
<td>Wednesday 17-Sep</td>
<td>Ch. 4</td>
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<tr>
<td>Monday 22-Sep</td>
<td>Ch. 4; EC quiz due</td>
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<tr>
<td>Wednesday 24-Sep</td>
<td>Ch. 5; Proj 1 due: Job Analysis</td>
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<tr>
<td>Monday 29-Sep</td>
<td>Ch. 5</td>
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<tr>
<td>Wednesday 1-Oct</td>
<td>Exam 1</td>
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<tr>
<td>Monday 6-Oct</td>
<td>Ch. 6</td>
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<tr>
<td>Wednesday 8-Oct</td>
<td>Ch. 6/7</td>
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<tr>
<td>Monday 13-Oct</td>
<td>Ch. 7</td>
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<tr>
<td>Wednesday 15-Oct</td>
<td>Ch. 8</td>
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<tr>
<td>Monday 20-Oct</td>
<td>Ch. 8; Proj 2 due: Article review</td>
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<tr>
<td>Wednesday 22-Oct</td>
<td>Ch. 9</td>
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<tr>
<td>Monday 27-Oct</td>
<td>Ch. 9/10</td>
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<tr>
<td>Wednesday 29-Oct</td>
<td>Ch. 10</td>
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<tr>
<td>Monday 3-Nov</td>
<td>Exam 2; <em>Nov 1st last day to drop with “W”</em></td>
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<tr>
<td>Wednesday 5-Nov</td>
<td>Ch. 11</td>
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<tr>
<td>Monday 10-Nov</td>
<td>Ch. 11; Proj 3 due: Consultant review</td>
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<tr>
<td>Wednesday 12-Nov</td>
<td>Ch. 13 (Leadership and Power in Organizations)</td>
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<tr>
<td>Monday 17-Nov</td>
<td>Ch. 13/ Leadership Ethics</td>
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<tr>
<td>Wednesday 19-Nov</td>
<td>Leadership Ethics</td>
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<tr>
<td>Monday 24-Nov</td>
<td>Ch. 12; Proj 4 due: Leadership Ethics</td>
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<tr>
<td>Wednesday 26-Nov</td>
<td>Ch. 12</td>
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<tr>
<td>Monday 1-Dec</td>
<td>Ch. 14</td>
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<tr>
<td>Wednesday 3-Dec</td>
<td>Ch. 14</td>
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<tr>
<td>Monday 8-Dec</td>
<td>no class (exam week; prepare for Exam 3/Final)</td>
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<tr>
<td>Wednesday 10-Dec</td>
<td>Final exam 9:30 to 11:00</td>
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</tbody>
</table>