

University of North Texas at Dallas
Spring 2014
Syllabus

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| PSYC 3520D-090 3hr | | | |
| Department of: | Psychology | Division of: | Liberal Arts and Life Science |
| Instructors Name: | Patrick A. Ramirez PhD | | |
| Office Location: | Adjunct Psychology Room 302 Building 2 | | |
| Office Phone: | 469-278-6726 | | |
| Email Address: | PatrickRamirez@my.unt.edu | | |
| Office Hours: | Thursday 5:50pm -6:50pm <i>or by appointment</i> | | |
| Classroom Location: | Building 2 Room 307 | | |
| Course Catalog Description: | 3520. Introduction to Industrial Organizational Psychology. 3 hours. Personnel and organizational psychology; selection and testing procedures, test validation, and theories of organization, leadership and job performance. | | |
| Prerequisites: | Prerequisite(s): PSYC 2317 or equivalent. | | |
| Co-requisites: | Must complete PSYC 2317 OR PSYC 2950 in order to enroll in this course. | | |
| Required Text: | Landy, F. J., & Conte, J. M. (2012). <i>Work in the 21st Century: An Introduction to Industrial and Organizational Psychology</i> . Wiley [ISBN-10: 1118291204] | | |
| Recommended Text and references: | Any additional materials will be posted on blackboard | | |
| Access to Learning Resources: | UNT Dallas Library: Phone: (972) 780-3625 Web: http://www.untdallas.edu/our-campus/library UNT Dallas Bookstore: Phone: (972) 780-3652 e-mail: untdallas@bkstr.com | | |
| Course Goals or Overview: | The goal of this course is to introduce major terminology and concepts for the basic application and understanding of I/O psychology. | | |
| Learning Objectives/Outcomes: | At the end of this course the student will: | | |
| 1 | Be able to understand and apply terminology and concepts to psychological issues in | | |

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| | industry. |
| 3 | Define psychological terminology and how it relates to I/O psychology. |
| Course Outline: | |
| 1/16 | Course Overview & Chapter 1: What is Industrial and Organizational Psychology |
| 1/23 | Chapter 2: Methods and Statistics in I-O psychology |
| 1/30 | Chapter 3: Individual Differences and Assessment |
| 2/6 | Chapter 4: Job Analysis and Performance |
| | Test 1 (Chapters 1-4) (2/13) |
| 2/20 | Chapter 5: Performance Measures ; Chapter 6: Staffing Decisions |
| 2/27 | Chapter 6: Staffing Decisions; Chapter 7: Training and Development |
| | Test 2 (Chapters 5-7) (3/6) |
| 3/13 | Spring Break |
| 3/20 | Chapter 8: The Motivation to Work |
| 3/27 | Chapter 9: Attitudes, Emotions, and Work; Chapter 10: Stress and Worker Well-Being |
| | Test 3 (Chapters 8-10) (4/3) |
| 4/10 | Chapter 11: Fairness and Diversity in the Workplace |
| 4/17 | Chapter 12: Leadership |
| 4/24 | Chapter 13: Teams in Organizations |
| 5/1 | Chapter 14: The Organization of Work Behavior |
| | Final Exam (Chapters 11-14) |

Course Evaluation Methods:

Evaluation of the student will be based on performance on examinations and other work specified by the instructor.

| Test/Assignments | Points Allotted | Grade Scale | Letter Grade Earned |
|------------------|-----------------|------------------|---------------------|
| Major Test #1 | 100 points | 402.75 - 450+ | A |
| Major Test #2 | 100 points | 357.75 – 402.74 | B |
| Major Test #3 | 100 points | 312.75 – 357.74 | C |
| Final | 100 points | 267.75– 312.74 | D |
| Participations | 50 points | 267.74 and below | F |

Total possible 450 points

The final exam schedule is set by Administration.

Exam Policy: There are 4 exams equally weighted consisting of multiple choice, free recall, and short answer essays. No make-up exams will be offered except for extenuating circumstances as stated in the student handbook.

NOTE: Students who have absences during exams authorized by the University must contact the instructor one week after the missed test with documentation (i.e., doctors note, note from military office, memorial of deceased) and arrange to take the missed exam. Failure to do so will result in the exam being recorded as a 0. If the student is aware that they will be missing the exam in advance should contact Dr. Ramirez to setup an alternative testing time.

University Policies and Procedures:

The University of North Texas Dallas is on record as being committed to both the spirit and letter of federal equal opportunity legislation; reference Public Law 92-112 – The Rehabilitation Act of 1973 as amended. With the passage of new federal legislation entitled Americans with Disabilities Act (ADA), pursuant to section 504 of the Rehabilitation Act, there is renewed focus on providing this population with the same opportunities enjoyed by all citizens.

As a faculty member, I am required by law to provide "reasonable accommodations" to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty of their need for accommodation and in providing authorized documentation through designated administrative channels. For more information, you may visit the Student Life Office, Suite 200, Building 2 or call 972-780-3632.

The Department of Teacher Education is committed to full academic access for all qualified students, including those with disabilities. In keeping with this commitment and in order to facilitate equality of educational access, faculty members in the department will make reasonable accommodations for qualified students with a disability, such as appropriate adjustments to the classroom environment and the teaching, testing, or learning methodologies when doing so does not fundamentally alter the course.

If you have a disability, it is your responsibility to obtain verifying information from the Office of Student Life and to inform me of your need for an accommodation. Grades assigned before an accommodation is provided will not be changed. Information about how to obtain academic accommodations can be found in UNTD Policy 7.004, Disability Accommodations for Students, and by visiting Student Life, building 2, Suite 200. 972-780-3632, studentlife@unt.edu.

For more information visit: <http://www.untDallas.edu/student-life/dia>

Student evaluation of teaching effectiveness policy:

The Student Evaluation of Teaching Effectiveness (SETE) is a requirement for all organized classes at UNT. This short survey will be made available to you at the end of the semester, providing you a chance to comment on how this class is taught. I am very interested in the feedback I get from students, as I work to continually improve my teaching. I consider the SETE to be an important part of your participation in this class.

Academic Integrity:

Academic integrity is a hallmark of higher education. You are expected to abide by the University's code of conduct and Academic Dishonesty policy. Any person suspected of academic dishonesty (i.e., cheating or plagiarism) will be handled in accordance with the University's policies and procedures. Refer to the Student Code of Conduct at http://www.unt.edu/csrr/student_conduct/index.html for complete provisions of this code.

Bad Weather Policy:

On those days that present severe weather and driving conditions, a decision may be made to close the campus. In case of inclement weather, call UNT Dallas Campuses main voicemail number (972) 780-3600 or search postings on the campus website www.unt.edu/dallas. Students are encouraged to update their Eagle Alert contact information, so they will receive this information automatically.

Diversity/Tolerance Policy:

Offensive & inappropriate language (swearing) and remarks offensive to others of particular nationalities, ethnic groups, sexual preferences, religious groups, genders, or other ascribed statuses will not be tolerated. Disruptions which violate the Code of Student Conduct will be referred to the Center for Student Rights and Responsibilities as the instructor deems appropriate.