

PSY201e Organizational Psychology

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

Synopsis:

Industrial/organizational (I/O) psychology is the branch of psychology that deals with the study of work behavior. The scientific goal of I/O psychology is to increase our knowledge and understanding of work behavior, while the practical goal is to use this knowledge to enhance the performance and well being of workers. A wide range of topics is dealt with in this course. They include methodological issues (e.g., research approaches in I/O psychology); personnel issues (e.g., employee recruitment, selection & assessment); worker issues (e.g., motivation, leadership, job satisfaction, work stress); as well as workgroup & organizational issues (e.g., group processes, organizational development). By the end of this course, students would understand what I/O psychology is and how to conduct research on work behavior; gain insight on a variety of factors that affect employees at work; analyze work-related issues using a variety of theories & concepts in I/O psychology; as well as apply what they've learnt in this course to deal with problems and challenges in the workplace.

Topics:

- Definition, History and Research Methodology
- From Job Analysis to Employee Recruitment
- Selecting Employees & Evaluating Their Performance
- Motivating & Leading Employees
- Shaping Employee Attitudes & Behaviors for the Better
- Enhancing Work Groups in the Organization

Textbooks:

Riggio, R. E. New York, NY, and Abingdon, : Introduction to Industrial/Organizational Psychology (eText) (7th ed.). (2018). Oxon: Routledge.
ISBN-13: 9781317217381

Learning Outcome:

- Discuss key theories/models/findings in organizational psychology.
- Compare different ways of conducting research in organizational psychology.
- Examine key trends/issues/ challenges faced by companies and I/O psychologists.
- Illustrate different approaches to recruit/select/appraise employees.
- Explain how to motivate and lead employees to be productive and satisfied with their work.
- Show different strategies for employees to cope with stress and engage in positive work attitudes/behaviours (vs negative work attitudes/behaviours).

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PRE-CLASS QUIZ 1	5
	PRE-CLASS QUIZ 2	5
	TUTOR-MARKED ASSIGNMENT 1	20
	TUTOR-MARKED ASSIGNMENT 2	20
Overall Examinable Components	Written Exam	50
Total		100