

University of Arkansas - Fort Smith
5210 Grand Avenue
P. O. Box 3649
Fort Smith, AR 72913-3649
479-788-7000

General Syllabus

PSYC 3173 Industrial-Organizational Psychology

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisites: PSYC 1163 General Psychology and one of the following: ENGL 1213 Composition II, ENGL 1233 Honors Composition, or RHET 2863 Advanced Composition

Effective Catalog: 2019-2020

I. Course Information

A. Catalog Description

Psychological principles of prediction, performance criteria, job analysis, employee training and evaluation, effective work environment, management, motivation, and job satisfaction. Recommended for those interested in applied psychology, human resources or pursuing business degrees.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Assess and evaluate the role of psychologists in industry to include requirements for job training, administration of employment tests, consider work privacy issues, evaluate employee performance, improve employee motivation, improve employee communication, or deal with stress and burnout.
2. Analyze and evaluate the major applications of psychology to areas in the working world of industrial-organizational psychology.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Global and Cultural Perspectives

Students will reflect upon cultural differences and their implications for interacting with people from cultures other than their own.

Communication Skills (written and oral)

Students will communicate effectively with a variety of audiences in any setting.

Analytical Skills**Critical Thinking Skills**

Students will draw conclusions and solve problems.

III. Major Course Topics

- A. Job analysis
- B. Legal issues in employee selection
- C. Employee selection to include recruiting and interviewing
- D. References and testing
- E. Evaluating selection techniques and decisions
- F. Employee performance
- G. Training
- H. Motivation
- I. Employee satisfaction and commitment
- J. Organizational communication
- K. Leadership
- L. Group behavior
- M. Teams and conflict
- N. Stress management.