

*North Carolina State University
Department of Psychology
Psychology 764 Industrial and Organizational Psychology
Fall 2009*

Instructor: Mark A. Wilson
Office Hours: before or after class
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Office: 704 Poe Hall
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Required Text:

none

Required Additional Readings:

See course web site.

Course Prerequisites:

St 511 as a corequisite (strongly recommended).

Course Objectives:

The objective of this course is to gain a basic understanding of major topics in industrial and organizational psychology. Emphasis is placed on what common practice entails and how it affects the individuals in the organization.

Course Requirements:

There are two examinations (25 points each), one research proposal (20 points), one response to a request for a proposal (20 points), and class participation (10 points) as course requirements. The exams are essays and short answers and cover all assigned readings, discussions and lectures. Each exam covers approximately one-half of the course. Class participation will be based on both quality and frequency of participation in class discussions.

Course Format:

The majority of class time is devoted to discussions and brief presentations. Frequent questions are asked and students are expected to participate. A much better understanding of the course material can be obtained by answering questions and asking your own questions.

Grading:

A+ = 100 - 98	A = 97.99 - 92	A- = 91.99 - 90
B+ = 89.99 - 88	B = 87.99 - 82	B- = 81.99 - 80
C+ = 79.99 - 78	C = 77.99 - 72	C- = 71.99 - 70
D+ = 69.99 - 68	D = 67.99 - 62	D- = 61.99 - 60
F = 59.99 - 00		

The final grade will be based on total points. With this grading system you will always know where you stand in the course and how many points you need to obtain the grade you want to make.

Course Schedule

Discussion Topic	Date	Readings
Job Analysis Overview	8/21	
Job Analysis Practice	8/28	
Job Analysis Research	9/4	
Selection Overview	9/11	
Selection Practice	9/25	
Selection Research	10/2	
Mid-Term Exam	10/16	
Job Performance Overview	10/23	
Job Performance Practice	10/30	
Job Performance Research	11/6	
Training Overview	11/13	
Research Proposal Due	11/13	
Training Practice	11/20	
Training Research	12/4	
Response to RFPs	12/4	
Final Exam	12/16 at 1:00-4:00 PM	

Questions to ask while reading

Analysis Questions

1. What are the independent, dependent, control, moderating variables used in the study?
2. What do you like about what the study?
3. What would you change about the study if you could?
4. Any flaws in reasoning?

Application Questions

1. What does the article have to say about practice?
2. Would the study change common practice in I/O?
3. Are there other areas where the results of this study could be applied?
4. What else do we need to know in order to apply this study?

Model Questions

1. What model did the authors use? Was it assumed or stated?
2. What other models could have been used?
3. Does this study move forward our understanding of the model? How? Why?
4. What is the next question to examine for this model?

Integration Questions

1. What would Wilson have to say about this article?
 2. What would other authors have to say about this study?
 3. How would scientists working more macro or micro respond to this study?
 4. Was this the most important questions in this area?
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