Administrative Unit: History and Social Sciences Department

Course Prefix and Number: PSYC 336

Course Title: Industrial/Organizational Psychology

Number of: Credit Hours: 3 Lecture Hours: 3 Laboratory Hours: 0

Catalog Description: Examination of humans and work. Investigates both theoretical models and application of principles in relation to personnel, psychology, organizational psychology, and the work environment.

Prerequisite(s)/Corequisite(s): PSYC 101.

Text(s): Most current editions of the following:

Riggio, R.E. Introduction to Industrial/Organizational Psychology. Prentice Hall.

Muchinsky, P.M. Psychology Applied to Work: An Introduction to Industrial and Organizational Psychology. Wadsworth/Thomson.


Course Objectives:

• To present a view of the workplace as informed by psychological research and theory.

• To illustrate how basic psychological principles are adapted and expanded for use in the specialized venue of the workplace.

Measurable Learning Outcomes

• Understand how the subfield of I/O psychology developed.

• Identify the different personnel issues organizations must deal with (i.e.; job analysis, selection, evaluation, training), and be able to describe the critical concerns of each.

• Identify issues relevant to current workers (i.e.; motivation, satisfaction, stress) and be able to describe ways organizations can create or remove these factors as is necessary.

• Understand how organizations structure themselves as a whole and how those structures function as regards communication, inter- and intra-group dynamics, and the exercise of power and leadership.

Topical Outline (major areas of coverage):

• Historical Background of I/O Psychology

• Theory in I/O Psychology
Recommended maximum class size for this course:  35

Library Resources:  Online databases are available at http://www.ccis.edu/offices/library/resources.asp. You may access them from off-campus using your eServices login and password when prompted.

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Date:  May 10, 2005

NOTE: The intention of the master syllabus is to provide an outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught or where it is taught. Faculty members teaching this course for Columbia College are expected to facilitate learning pursuant to the course objectives and cover the subjects listed in the topical outline. However, instructors are also encouraged to cover additional topics of interest so long as those topics are relevant to the course’s subject. The master syllabus is, therefore, prescriptive in nature but also allows for a diversity of individual approaches to course material.

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