

**Dr. Lisa Kath**

Office: Life Science (LS) 293

E-mail: [lkath@sciences.sdsu.edu](mailto:lkath@sciences.sdsu.edu) ← **best way to contact me**

Phone: 619-594-8702

Office hours: Tue 11am-12pm, Wed 3-4pm, or by appointment

I encourage you to stop by my office hours if you have any questions, problems, or suggestions about the course, or if you want to discuss your career interests or graduate school. Please don't wait until the end of the semester to see me about problems you are having with the class – by then, it is often TOO LATE for me to help you.

**Required text:** SECOND EDITION - Landy, F. J., & Conte, J. M. (2007). Work in the 21st Century: An Introduction to Industrial and Organizational Psychology. Malden, MA: Blackwell Publishing. (\$110)

For additional info, see <http://www.blackwellpublishing.com/landyconte2e/>

**Teaching assistant:** Mckenzie Martin ([m2thekenzie@gmail.com](mailto:m2thekenzie@gmail.com)) – office hours by appt.

**Learning objectives:**

This course is intended to introduce students to the wonderful world of industrial-organizational (I-O) psychology. We will cover major theories and current research, as well as how research findings are applied in the workplace. Specifically, you will learn to...

- Define 'industrial-organizational psychology' to friends, family, coworkers, etc.
- Summarize recent developments in research, theory, and practice in I-O psychology
- Critically assess I-O psychology-related readings
- Identify situations at work related to I-O psychology topics
- Apply I-O psychology research findings and theories to the workplace

**Format:**

The course will be primarily lecture-based, with as many opportunities for discussion and small-group exercises as the class size allows. To avoid listening to me talk nonstop for the entire semester, actively participate in discussions when opportunities arise. I welcome/encourage questions for clarification, more information, a better example, etc. I expect everyone to show respect for each other and to refrain from actions that might reduce the quality of students' learning experiences. Cell phones should be turned off. Finally, you are expected to do the reading before class, so I can spend more time on the fun stuff (application, controversies) than the straightforward stuff (definitions).

**Blackboard:**

Course materials (syllabus, assignments, lecture outlines) and grades will be posted on Blackboard (<http://blackboard.sdsu.edu>). Lecture outlines will be posted by 5pm the day before class. Obtaining lecture outlines is not a substitute for coming to class. Rather, outlines are intended to be an aid in taking notes during lectures. Course assignments will be submitted through SafeAssign on Blackboard (more on this later). Due to severe budget cuts, only exams will be distributed on paper; all other materials will be available from Blackboard for download. → If you have trouble with Blackboard, please go to the "student help" section.

**Specific Accommodations:**

Students who need accommodation of their disabilities should contact me privately, well before the first exam, to discuss specific accommodations for which they have received authorization. If you have a disability, but have not contacted Disabled Student Services at 619-594-6473 (Calpulli Center - Suite 3100), please do so before seeing me.

### Grading

#### **Exams: 3 X 100 points = 300 points**

There will be three midterm exams during the semester, along with a comprehensive final exam. Exams will be in multiple-choice format. The exams are designed to assess your knowledge of material from the lectures and the textbook. The three midterm exams are not intended to be cumulative, but they may incorporate some material from previous exams. The optional final exam will be cumulative (it will cover material from the entire semester).

- Please bring skinny red ParSCORE forms and at least two No. 2 pencils to each exam.
- Each exam is worth 100 points.
- Your three highest exam scores will be counted toward your final course grade.
- **No makeup exams will be given.**

You will not be permitted to take an exam if you arrive after the first person has turned in his/her exam. The exam will be over at the end of the allotted time, regardless of when the exam was started. There will be NO EXCEPTIONS to this policy!

#### **Application assignments: 3 X 10 points = 30 points**

There will be four short application assignments throughout the semester, worth 10 points each. The assignment is due exactly ONE WEEK after the class in which it was assigned, to be turned in at the beginning of the class period. One point will be deducted for those turning them in at the end of class. Two points will be deducted for each 24 hour period after the end of the class in which it was due. Maximum credit for the assignments is 30 points; your three highest assignment scores will be counted toward your final course grade. No makeups will be given.

Assignments will be turned in using the SafeAssign system on Blackboard. From the SDSU Academic Affairs office and Instructional Technology Services department, I am including the following statement: "By taking this course, you agree that all required papers may be subject to submission for textual similarity review to SafeAssign™ for the detection of plagiarism. All papers submitted for review will be included as source documents in SDSU's SafeAssign™ institutional archive. Students are also encouraged to include their papers as source documents in the SafeAssign™ Global Reference Database by checking the appropriate box during assignment submission. You may remove personally identifying information from your paper prior to submission."

**Final Grading Scale:** The final grading scale based on total percentage for the 3 exams and the 3 application assignments.

90-100% = A = Exceptional work, not merely fulfilling the requirements.

80-89% = B = Very good work, demonstrating thorough preparation and execution.

70-79% = C = Good work that fulfills all the requirements of the assignment.

60-69% = D = Below average, either in terms of completeness or preparation/execution.

59 or below = F = Unacceptable work.

Within letter grades, 80-82=B-, 83-86=B, and 87-89=B+.

### The Fine Print

#### **Plagiarism and Academic Integrity:**

It is not expected that plagiarism or other forms of academic dishonesty will be encountered in this class. To minimize confusion, it is worth clarifying some points about plagiarism:

Stealing others' work (for example, copying others' test answers or papers) and passing it off as your own is an example of plagiarism. It is also plagiarism in academic writing to present others' ideas as if they were your own. To avoid the appearance of plagiarism in written work, it is important to reference the sources of your ideas so as to keep clear the difference between others' ideas or arguments and the ideas or arguments that are uniquely yours.

Working together is not an excuse for plagiarism; assignments that are unusually similar will be treated as a case of plagiarism, and all involved students will receive zero points for that assignment.

Plagiarism and cheating in any form will not be tolerated, and will be dealt with through the appropriate channels. See me if you have any questions about what constitutes plagiarism or other violations of academic integrity policy.

#### **Attendance:**

Out of respect for your fellow classmates and me, please do your best to be on time for the lectures. If you are late, then enter as quietly as possible without speaking to your neighbors about the things you have missed so far. These discussions should occur outside of class.

If you miss a class, you are responsible for the material covered during that class, including any handouts, changes to the class schedule, or other information given out. Please make sure that you have e-mails/phone numbers of your fellow classmates so that you can obtain any notes or information if needed; I do not have lecture notes for distribution.

- Exams will include material covered in class that may not be included in the textbook.
- Extra credit assignments may be offered throughout the semester but are *only* available to those in attendance. Attempts to turn in extra credit for assignments you were not present for will be considered as cases of academic dishonesty.

#### **Important Information about State-Mandated Faculty and Staff Furloughs at SDSU:**

- The devastating California state budget cuts prohibit faculty and staff at SDSU from working on two days per month during the 2009/10 academic year. This amounts to a 9-10% pay reduction for faculty and staff.
- Although I sympathize with students who are paying more in tuition/fees this year, the faculty furlough prohibits faculty members from teaching, being on campus, doing research, and consulting with students for two days per month. Faculty furlough days vary from faculty to faculty. I have chosen my furlough days to minimize the effects on your learning outcomes in this class.
- **My furlough days are:** Sep. 11, Sep. 18, Oct. 7, Oct. 13, Nov. 5, Nov. 24, and Dec. 22-24. Furlough days that affect this course directly are shaded in gray on the tentative timeline on the page that follows. Graduate students will be presenting material on Oct. 13 and Nov. 5, and you are responsible for all material presented on those days. On Nov. 24, class will be cancelled. During all furlough days, office hours are cancelled and voice- and e-mail messages will not be answered.
- The staff furlough causes most University, College, and Department Offices to close on the following days: Sep. 11, 18; Oct. 2, 16; Nov. 13, 25; Dec. 21-24.
- To avoid faculty and staff furloughs at SDSU in the future, you may want to consider contacting your legislators in Sacramento so that they better understand how cutting the state budget for higher education affects your education and your future.

**Tentative Timeline**

Furlough days are shaded in gray

Substitute speakers will be presenting on Oct. 13 and Nov. 5, but class is cancelled on Nov. 24.

Date	No.	Topic	Reading
Sep 1	0	Overview of course	
Sep 3	1	What is I-O psychology?	Ch. 1
Sep 8	2	How do we study I-O psychology?	Ch. 2
Sep 10	3	How do people differ?	Ch. 3.1 & 3.2
Sep 15	4	How do we measure differences?	Ch. 3.3 – 3.5
Sep 17	5	How do we define job performance?	Ch. 4
Sep 22	6	“	“
Sep 24	7	How do we evaluate employees?	Ch. 5
Sep 29	8	“	“
Oct 1		EXAM 1 - Chapters 1-5	
Oct 6	9	How do we decide whom to hire?	Ch. 6
Oct 8	10	“	“
Oct 13	11	How can we help people improve?	Ch. 7
Oct 15	12	“	“
Oct 20	13	How can we motivate people?	Ch. 8
Oct 22	14	“	“
Oct 27	15	How do people feel about their work?	Ch. 9
Oct 29	16	“	“
Nov 3		EXAM 2 - Chapters 6-9	
Nov 5	17	How can we keep workers healthy and safe?	Ch. 10
Nov 10	19	How can we treat people fairly?	Ch. 11.1 & 11.2
Nov 12	20	What is the big deal about diversity?	Ch. 11.3
Nov 17	21	What does it mean to be a leader?	Ch. 12
Nov 19	22	“	“
Nov 24		Furlough Day – NO CLASS	
Nov 26		– THANKSGIVING –	
Dec 1	23	What is the bigger picture of organizations?	Ch. 14.2-14.3
Dec 3	24	How do people effectively work together?	Ch. 13
Dec 8	25	“	“
Dec 10		EXAM 3 – Chapters 10-14	
Dec 17		FINAL EXAM – Chapters 1-14	10:30-12:30pm

Note: Dates and topics on this schedule are tentative and subject to change. Students are responsible for any additional topics or material announced in class and/or indicated in class handouts.

**Just can't get enough? Additional resources to learn more about I-O psychology:**

Society for Industrial and Organizational Psychology - [www.siop.org](http://www.siop.org)

Academy of Management - <http://www.aonline.org/>

Society for Human Resource Management – [www.shrm.org](http://www.shrm.org)

American Society for Training and Development - [www.astd.org](http://www.astd.org)

Journals:

- Personnel Psychology
- Journal of Applied Psychology
- Academy of Management Journal & Academy of Management Review
- Organizational Behavior and Human Decision Processes