# Intro to Industrial and Organizational Psychology
## Fall 2025

| Instructor | Dr. Marie Childers | Email | marichi@siue.edu |
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| Office | AH 0133 or zoom | **Class Info** | MW 1:30 - 2:45 |
| **Office Hours** | Mon & Wed 11a-12p | | Founders Hall 0207 |

## Course Description

The goal of this course is to explore the most pressing questions facing modern organizations and organizational science researchers. Throughout this course, we will examine research on topics outlined in the Society for Industrial and Organizational Psychology's recent lists of workplace trends including creativity, teamwork, diversity, the gig economy, and more. What has science already taught us about creating successful, healthy, innovative workforces, and how can we continue to push this knowledgebase forward. **Prerequisites: PSYC 111**.

## Course Objectives
To give students a thorough understanding of the topics Industrial/Organizational (I/O) psychologists study, the research methods they employ, and the real-world applications that follow.  Specifically, students will be expected to:

1. Demonstrate a solid understanding of theoretical and applied concepts in I/O psychology through various assessments, including exams (with multiple choice, short answer and essay format), an applied project, and small papers/assignments.
2. Demonstrate skill in one core I/O area (job analysis; performance appraisal; work motivation; job satisfaction) of I/O psychology through an applied project.
3. Demonstrate quality writing through essays on exams, the write-up of the large core project; and three short papers.
4. Demonstrate a basic ability to understand I/O research through integration in written assignments and a written research article review assignment.

## Required Materials
Conte, J. M., Landy, F. J. & (2018).  Work in the 21$^{st}$ Century:  An Introduction to Industrial and Organizational Psychology, 6$^{th}$ Ed.  New York:  Wiley.

**University Library Resources and Google Scholar**: As a part of this course, you will need to find peer-reviewed, academic journal articles. You can utilize the University Library's resources and/or Google Scholar to identify these articles.

## How to Do Well and Stress Less in This Course
- **Understand course expectations** – read syllabus, ask questions
- **Complete weekly material** –read textbook, listen to lectures, take notes, study
- **Attend and get help** – attend class, communicate with fellow classmates and prof
- **Submit assignments** – assignments are due on Blackboard by the assigned due date

## Course Requirements and Grading

| Assessment | Point Total | Grade Breakdown |
|---|---|---|
| Exams | 400 pts | 90% – 100% = A |
| Project/paper | 100 pts | 80% – 89% = B |
| Quizzes | 50 pts | 70% – 79% = C |
| **Total points** | **550 pts** | 60% – 69% = D |
| | | below 60% = F |

## Exams

There will be four exams in this class; I will drop the lowest score. Each exam will cover 3 – 4 chapters of information. The exams are worth 100 points each. The format of the exams will be a mixture of multiple choice, short answer, and essay. If an exam is missed, you will receive a grade of zero **unless** you notify me in advance **and** you have documentation of a university approved absence (illness, accident, death, etc.). You will then be allowed to make up the exam.

## Applied Project

The project is designed for you to take one of the topics in Industrial/Organizational Psychology and apply it either to a real or simulated work situation. You will be assigned one of four applied research projects which will result in an 8 – 10 pg. (not including sources, Tables, and Appendices) double-spaced paper, in APA or other professional style (with reference/s, cites, bibliography, appendices, etc.). The paper should be in proper grammatical form as well as proofread. This total project is worth 100 points. The initial paragraphs of the project should introduce the topic, project, and company that you targeted your efforts on; you should cite this information. A minimum of 6 **academic** (not websites) references (**besides/in addition to** textbook, lecture notes, company information) incorporated into the text of the paper (typically, the introduction/literature review and discussion sections are the 'easiest' places to do this) is required for an 'A' or 'B' paper. **Table 1.6, pg. 43 of your text has a list of the primary I/O journals where you can find articles.** Be sure to use section headings to organize your paper; use page numbers. References should be in APA. Separate guidelines for each project as well as grading rubrics will be provided via bb. All projects will be regarding the same job: tattoo artist or hairdresser (hair stylist, barber).

The four topics of the projects with corresponding due dates are as follows:

1. Job Analysis — 9/17 – by 1:30 class time
2. Performance Appraisal — 10/6 – by 1:30 class time
3. Job Satisfaction — 10/29- by 1:30 class time
4. Fairness and Diversity — 11/19 - by 1:30 class time

## Quizzes

There will be at least 6 10-point quizzes offered throughout the semester – some will be done during class time, and some will be assigned to be done outside of class time. You must do five, at a minimum, for a total of the 50 points; you **may do one additional for possible extra credit points**. Extra credit total for the quizzes is capped at 10 point max (your highest score will be used for EC). **I will be announcing these in class; this is the only way to obtain them.**

## Course Calendar

| Date | Topic | Reading | Important Deadlines |
|------|-------|---------|---------------------|
| 8/18 | Introduction | | |
| 8/20 | History/What is IO Psychology | Ch. 1 | |
| 8/25 | Research Methods & Statistics | Ch. 2.1 & 2.2 | |
| 8/37 | Indv. Differences and Assessment | Ch. 3.1 & 3.2 | |
| 9/1 | **NO CLASS MONDAY 9/4** | | |
| 9/3 | Indv. Differences and Assessment | Ch. 3.3-3.5 | |
| 9/8 | Job Analysis and Criteria | Ch. 4.1-4.2 | |
| 9/10 | Job Analysis and Criteria | Ch. 4.3-4.5 | |
| 9/15 | **Exam 1** | | |
| 9/17 | Performance Measurement | Ch 5.1-5.2 | JA Project Due |
| 9/22 | Performance Measurement | Ch 5.3-5.4 | |
| 9/24 | Staffing | Ch. 6.1-6.2 | |
| 9/29 | Staffing | Ch. 6.3-6.4 | |
| 10/1 | Training and Development | Ch. 7.1-7.4 | |
| 10/6 | Work Motivation | Ch. 8.1-8.3 | PA Project Due |
| 10/8 | **Exam 2** | | |
| 10/13 | Work Attitudes | Ch. 9.1-9.2 | |
| 10/15 | Work Attitudes | Ch. 9.3 | |
| 10/20 | Stress and Worker Well-Being | Ch 10.1-10.2 | |
| 10/22 | Stress and Worker Well-Being | Ch. 10.3-10.4 | |
| 10/27 | Fairness, Justice, and Diversity | Ch 11.1-11.2 | |
| 10/29 | Fairness, Justice, and Diversity | Ch. 11.3 | Job Sat Project Due |
| 11/3 | **Exam 3** | | |
| 11/5 | Leadership | Ch. 12.1-12.2 | |
| 11/10 | Leadership | Ch. 12.3-12.4 | |
| 11/12 | Teams | Ch. 13.1-13.2 | |
| 11/17 | Teams | Ch. 13.3 | |
| 11/19 | Org Theory, Change, Culture | Ch 14.1-14.2 | F & D Project Due |
| 11/24 | **Thanksgiving – No class** | | |
| 11/26 | **Thanksgiving – No class** | | |
| 12/1 | Catchup/Review | | |
| 12/3 | Final Exam | | |
| 12/8 – 12/12 | Finals week – **NO CLASS** | | |

## Course Policies and Expectations (students are responsible for knowing these)

- **Illness policy.** If you have any illness symptoms that cannot be explained by a chronic condition you have, PLEASE stay home.
- **Attendance policy.** Missing class regularly typically results in failing the class. If you miss class, you should make up the work and be sure to attend the next class period.
- **Open door**. My office is AH0133. If my door is open, you're welcome to drop in for help. If my door is closed, please do not disturb me unless we have a set appointment.
- **MY SIUE email**. I do my best to respond to email within a day or two. I am much better reached in person. Stop by my office or see me before or after class.
- **YOUR SIUE email - weekly**. I will email you announcements and reminders after class. It is very important that you read these emails, but fine to catch up on them every few days.
- **Blackboard**. We will use Blackboard for course materials and submitting assignments.
- **Grades**. Student grades will be posted regularly on Blackboard. If you believe there is a discrepancy in the grade posted and the grade you received on an assignment, it is your responsibility to provide me with the graded assignment to justify any grade changes.
- **Extra credit**. Extra credit will be offered to the entire class, and not to individual students.
- **Academic honesty.** If you are involved in any case of academic dishonesty, you will earn an F on the assignment and will be reported to the Provost's office. A repeat offense will result in failing the class and additional reporting. Academic dishonesty cases may involve:
  - **Plagiarism.** Do not plagiarize. See department policy below.
  - **Cheating.** You are encouraged to study for exams with classmates and brainstorm research ideas or discuss course content. You should not work together on exams. You are encouraged to review and give feedback on each others papers but your work must be your own.

## Required Technology

We will use Blackboard in this course. It is your responsibility to address any computer or internet problems that might occur. Such problems are not an excuse for delays in meeting expectations or for missing course deadlines. Support for using Blackboard is available by calling 618-650-5500, or by visiting http://www.siue.edu/its/bb/ At a minimum, you will need the following software/hardware to participate in this course:

- computer with an updated operating system (e.g. Windows, Mac, Linux)
- updated Internet browser (Apple Safari, Internet Explorer, Google Chrome, Mozilla Firefox)
- DSL or Cable Internet connection or a connection speed no less than 6 Mbps. A secure, encrypted Wifi (requiring a login and password) is acceptable. Note that some Blackboard components will not work properly on free wifi from places like Starbucks or McDonalds.
- Microsoft Office, including Word (SIUE students get Free Office 365)
- Other useful software is available at http://www.siue.edu/its/software/index.shtml

## Student Services

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|---|---|
| • [Lovejoy Library Resources](#)<br>• [Academic Success Sessions](#)<br>• [Tutoring Resource Center](#)<br>• [The Writing Center](#)<br>• [Academic Advising](#) | • [Financial Aid](#)<br>• [Campus Events](#)<br>• [Counseling Services](#)<br>• [Cougar Cupboard (food pantry)](#)<br>• [ITS (tech and Blackboard help)](#) |

## University and Psychology Department Policies

- **Psychology Department policy on plagiarism.** Plagiarism includes presenting someone else's words without quotation marks (even if you cite the source), presenting someone else's ideas without citing that source, or presenting one's own previous work as though it were new. When paraphrasing from another source or your own work, at the very least, the student should change the wording, sentence syntax, and order of ideas presented in the paper. Additionally, you should not submit a paper, or parts of a paper, written to fulfill the requirements of one class for the requirements in another class without prior approval of the current instructor and appropriate citation. Ideally, the student will integrate ideas from multiple sources while providing critical commentary on the topic in a way that clearly identifies whether words and ideas are those of the student or are from another source. Plagiarism is one type of academic misconduct described in SIUE's Student Academic Code ([http://www.siue.edu/policies/3c2.shtml](http://www.siue.edu/policies/3c2.shtml)). University policy states that "Normally a student who plagiarizes shall receive a grade of F in the course in which the act occurs. The offense shall also be reported to the Provost." ([http://www.siue.edu/policies/1i6.shtml](http://www.siue.edu/policies/1i6.shtml)). The University policy discusses additional academic sanctions including suspension and expulsion from the University. To insure that you understand how to avoid plagiarism, we encourage you to review the information on plagiarism provided on the Department of Psychology web page at [http://www.siue.edu/education/psychology/plagiarism.shtml](http://www.siue.edu/education/psychology/plagiarism.shtml)..
  - We will cover how to properly read and cite sources in class. You are responsible for understanding what plagiarism is; if you have any questions at all, you should discuss them with Dr. Hawkins BEFORE you turn in a plagiarized paper. A lack of knowledge of appropriate citation and referencing format will not excuse you from point deductions from written assignments or disciplinary action in the case of plagiarism.
- **Psychology Department policy on Incomplete Grades, Pass-No Credit Option, and Withdrawal.** It is the student's responsibility to officially withdraw from a course through the Enrollment Office by the dates set by the university if the student is not intending to complete the course.  Students who do not withdraw and have not completed the course will receive an Unauthorized Withdrawal (UW). Only under special circumstances may a faculty member agree to give the student an Incomplete (INC) grade in order to allow the student to complete the remaining work for the course no later than the end of the following semester. An INC is never automatic but must be approved by the instructor. If an instructor agrees to give a student an INC grade, the instructor and student will fill out a form (Memorandum of Incomplete Grade) indicating why an INC is being given. One copy of the completed form will be given to the student, one copy will be given to the instructor, and one copy will be kept by the Department of Psychology

secretary. If the work is not completed by the specified time, the grade will be changed from INC to F.

- **Psychology Department writing policy.** As a student in this course, you will be expected to display university-level writing, which includes completing course assignments that meet the following basic writing criteria. Specifically, all written assignments completed for this course should include:
  - clear transitions from sentence to sentence and idea to idea (e.g., paper is organized/flows well);
  - verb tense consistency;
  - clear and unambiguous sentences and ideas;
  - writing that is free of typos, spelling errors, and major grammatical errors;
  - properly formatted citations and references (if relevant).

This is by no means an exhaustive list of basic writing skills, but will give you an idea of what we are looking for in our papers. If you feel you need help with your writing, you are encouraged to seek assistance from the writing center on campus (http://www.siue.edu/is/writing) or utilize one of the many online resources they have identified to help students (http://www.siue.edu/is/writing/resources.shtml).

If your graded written assignments fail to meet the basic writing requirements listed above (and any others found to be appropriate by your instructor), the instructor will stop the grading process and return the paper to you with the grade of 0. You will have 48 hours to return the assignment in an acceptable form; if it still fails to meet the basic writing criteria, the grade of 0 will remain.

- **SIUE Statement on disabilities.** Students needing accommodations because of medical diagnosis or major life impairment will need to register with Accessible Campus Community & Equitable Student Support (ACCESS) and complete an intake process before accommodations will be given. The ACCESS office is located in the Student Success Center, Room 1270. You can also reach the office by e-mail at myaccess@siue.edu or by calling 618.650.3726. For more information on policies, procedures, or necessary forms, please visit the ACCESS website at www.siue.edu/access.
- **SIUE statement on diversity.** All societies and peoples have contributed to the rich mix of contemporary humanity. In order to achieve domestic and international peace, social justice, and the development of full human potential, we must build on this diversity. SIUE nurtures an open, harmonious, and hospitable climate that facilitates learning and work. Each member of the University is responsible for contributing to such a campus environment.
- **SIUE nondiscrimination policy.** Southern Illinois University Edwardsville (SIUE) is a public comprehensive University committed to creating and maintaining a diverse community in which students, faculty, and staff can learn and work together in an environment free of discrimination and free from any form of illegal harassment. Such actions violate the dignity of the individual and the integrity of the University as an institution of learning. SIUE prohibits discrimination against employees, applicants for employment and students on the basis of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran's status. Discrimination in any

form will not be tolerated; management and supervisory personnel, at all levels, are responsible for taking reasonable and necessary action to prevent discrimination.

## COVID-19 Pandemic Policies Related to Classroom Instruction (Fall 2022)

**Health and Safety**
The measures outlined below are underline required and any student who does not comply may be in violation of the *COVID-19 People-Focused Health and Safety Policy*, as well as the University's *Student Code of Conduct*.
The full text of the *COVID-19 People-Focused Health and Safety Policy* can be found here:  https://www.siue.edu/policies/Covid.shtml

**Classrooms, Labs, Studios, and Other Academic Spaces**
Under current University policy, SIUE will only require masking in campus healthcare settings. See, https://www.siue.edu/about/announcements/coronavirus/safety-guidelines-support/index.shtml.

Individual faculty of record may determine that masking will be required in their classrooms and are asked to communicate accordingly with students. Face masks may be required in other campus sites following guidance from governing regulatory agencies.

- Students who forget to wear a face covering when masking is required will be reminded of their obligation to comply with SIUE's *COVID-19 People-Focused Health and Safety Policy* and temporarily asked to leave the class until they are able to conform to the policy.  Students who forget or lose their face coverings when masking is required may may be able to obtain replacements from a friend, a faculty member, or a nearby departmental office. Face coverings are also available for purchase in the Cougar Store (MUC).
- Students who refuse to wear a face covering when masking is required will be asked to leave the classroom and referred to the Dean of Students for non-compliance with community health and safety protocols.  Repeated non-compliance may result in disciplinary actions, including the student being administratively dropped from an on-ground/face-to-face course or courses without refund if no alternative course format is available.
- If a student has a documented health condition which makes wearing a face covering medically intolerable, that student should contact ACCESS to explore options with the understanding that ACCESS will not grant accommodations which excuse the need for a face covering while on campus or in the classroom.  ACCESS will work with qualifying individuals to find reasonable alternatives, whenever such solutions are available. Please call or contact the ACCESS Office via email to schedule an online appointment to discuss potential alternatives.  ACCESS office (Student Success Center, Room 1203, 618-650-3726, and myaccess@siue.edu).

**General Health Measures**

Students and employees are expected to review the siue.edu/coronavirus website (https://www.siue.edu/about/announcements/coronavirus/)  to better understand prevention strategies and safety expectations.

- Students and employees are expected to maintain healthy hygiene practices.
- Students and employees are expected to follow COVID-related guidelines and directions.
- Students and employees are expected to conduct a daily health self-assessment and isolate themselves if COVID-related symptoms are present. COVID-related symptoms include:

o Fever (100.4 degrees or above) or chills
o Cough
o Shortness of breath or difficulty breathing
o Fatigue
o Muscle or body aches
o Headache
o New loss of taste or smell
o Sore throat
o Congestion or runny nose
o Nausea or vomiting
o Diarrhea

**Academic Integrity**
Students are reminded that the expectations and academic standards outlined in the Student Academic Code (3C2) apply to all courses, field experiences and educational experiences at the University, regardless of modality or location.  The full text of the policy can be found here: https://www.siue.edu/policies/3c2.shtml.

**Recordings of Class Content**
Faculty recordings of lectures and/or other course materials are meant to facilitate student learning and to help facilitate a student catching up who has missed class due to illness or quarantine. As such, students are reminded that the recording, as well as replicating or sharing of any course content and/or course materials without the express permission of the instructor of record, is not permitted, and may be considered a violation of the University's Student Conduct Code (3C1), linked here: https://www.siue.edu/policies/3c1.shtml.

**Potential for Changes in Course Schedule or Modality**
As the COVID-19 pandemic continues, there remains a possibility that planned classroom activities will need to be adjusted.  Depending on circumstances and following state-issued recommendations, potential changes include alterations to distancing requirements, course modality (e.g., transition from face-to-face to online, hybrid, or hy-flex, mask wearing, in-course activities, etc).  These changes would be implemented to ensure the successful completion of the course while preserving health and safety.  In these cases, students may be provided with an addendum to the class syllabus that will supersede the original version. If the course schedule or modifications significantly alter expectations, a new syllabus will be issued.