



Course Syllabus

Course Number | Name: PSY208NT – Industrial/Organizational Psychology

Course Credits: 3

Course Duration: 8 weeks

Course Description:

This course is designed to develop students' awareness of the application of psychology in organizations and industries.

Psychology Program Learning Outcomes (PLOs*):

1	Apply basic research methods, including research design, data analysis, and interpretation.
2	Demonstrate critical and creative thinking, skeptical inquiry, and a scientific approach to applying psychological principles to personal, social, ethical, religious, and organizational issues informed by a biblical worldview.
3	Develop insight into their own and others' behavior and mental processes and apply effective strategies for self-management, self-improvement, and self-care, as well as apply psychological principles to individual, interpersonal, group, and societal issues.
4	Identify and apply basic knowledge of major concepts, theoretical perspectives, empirical findings, and historical trends in psychology and to evaluate them from a Christian worldview.
5	Analyze empirical evidence, tolerate ambiguity, act ethically, and recognize their role and responsibility as a member of society.
6	Communicate effectively in a professional and diverse global environment.
7	Demonstrate digital literacy throughout their program.

***Every psychology course must include assessments of some, but not all of the PLOs. The highlighted ones are assessed in this course.**

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Course Learning Outcomes (CLOs):

#	CLOs	Bloom's*	PLO(s)~
1	Define what it means to be an Industrial/Organizational Psychologist.	1	2
2	Discuss the history and perspectives underlying and driving the field of Industrial and Organizational Psychology, specifically as it applies to the main pillars of leadership, changes management, motivation and organizational culture.	2	1,4
3	Apply how theory and research in I/O Psychology is applied in work settings; specifically, as it applies to the main pillars of leadership, changes management, motivation and organizational culture.	3	1,2,3
4	Integrate an understanding of a biblical worldview in the areas of leadership, motivation and organizational culture.	6	2,4

*Indicates Bloom's Taxonomy cognitive domain level.

~Indicates which PLO(s) are aligned with the CLO.

Biblical Worldview Integration Plan:

Each week students will dive into a number of important topics related to Organizational Psychology (Leadership, managing a team, group dynamics, stress at work) and you'll find an article or podcast with a biblical worldview to share with the class with a summary and reflection. A recommended resource for these articles and podcasts is: <https://www.theologyofwork.org/christians> but you are not limited to this site

Required to Purchase Media:

n/a

Grading Grid:

Assessments (# in parentheses) - # pts. each if > 1	Total Points
Weekly Discussions (8) – 25 pts. each	200
Weekly Case Study Essays (8) – 75 pts. each	600
Weekly Quizzes (8) – 25 pts. each	200
Total Points:	1,000

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Course Schedule:

Week 1

Media:

1. Text Chapter 1
2. A brief introduction to the Field of Industrial/Org Psychology Video

Assignments:

1. Assignment 1-1 Case Study Essay - See Instructions in the course
2. Assignment 1-2 Quiz
3. Wk1 Discussion - See Instructions in the course

Week 2

Media:

1. Text Chapter 2
2. Building a culture together Video
3. How to make a cultural transformation Video
4. Leadership and management part 4 of 4 Video

Assignments:

1. Assignment 2-1 Case Study Essay - See Instructions in the course
2. Assignment 2-2 Quiz
3. Wk2 Discussion - See Instructions in the course

Week 3

Media:

1. Text Chapter 4
2. The inner side of organizational change Video

Assignments:

1. Assignment 3-1 Case Study Essay - See Instructions in the course
2. Assignment 3-2 Quiz
3. Wk3 Discussion - See Instructions in the course

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Week 4

Media:

1. Text Chapter 5
2. How can different personality types work together effectively Video
3. What is the role of personality in the workplace Video

Assignments:

1. Assignment 4-1 Case Study Essay - See Instructions in the course
2. Assignment 4-2 Quiz
3. Wk4 Discussion - See Instructions in the course

Week 5

Media:

1. Text Chapter 6
2. The workplace stress solution Video
3. Talking about Mental Health Video

Assignments:

1. Assignment 5-1 Case Study Essay - See Instructions in the course
2. Assignment 5-2 Quiz
3. Wk5 Discussion - See Instructions in the course

Week 6

Media:

1. Text Chapter 7
2. Understanding Group Dynamics Video
3. Rethinking Group Dynamics – How to be better together Video

Assignments:

1. Assignment 6-1 Case Study Essay - See Instructions in the course
2. Assignment 6-2 Quiz
3. Wk6 Discussion - See Instructions in the course

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Week 7

Media:

1. Text Chapter 8
2. Our Buggy moral code Video
3. Power, Privilege and Supremacy show up in the workplace Video

Assignments:

1. Assignment 7-1 Case Study Essay - See Instructions in the course
2. Assignment 7-2 Quiz
3. Wk7 Discussion - See Instructions in the course

Week 8

Media:

1. Text Chapter 9
2. Great leadership starts with self-leadership Video
3. Great leadership begins with 3 commitments Video

Assignments:

1. Assignment 8-1 Case Study Essay - See Instructions in the course
2. Assignment 8-2 Quiz
3. Wk8 Discussion - See Instructions in the course