MESABI RANGE COMMUNITY & TECHNICAL COLLEGE

Course Outline

Course Title:	**Industrial/Organizational Psychology**	**Submitted By:**	**Tym Petron**
Semester Course Prefix and Number:	**PSYC 2556**	**Approval Date:**	
Old Quarter Course Prefix and Number:	**PSYC 222**	**Revision Date:**	**Jan. 2007**

Number of Credits:	**4**	**Number of Lecture Credits:**	**4**
Semester(s) Offered:	**Spr**	**Number of Lab Credits:**	**Number of Lab Hours:**
Class Size: *(Must be approved by AASC or SGC)*	**60**	**Number of Studio/Demonstration/Internship Credits:**	

Course Purpose Code:

_____ **0 –** Developmental Courses
_____ **1 –** Non-transferable, General Education
_____ **2 –** Technical course related to career programs
_____ **3 –** College course which has the primary goal of applying certain concepts (e.g. vocal ensemble)
_____ **4 –** Other college course not considered a part of general education (MNTC) (e.g. computer science, health, physical education)
__X__ **5 –** Course which is intended to fulfill the Minnesota Transfer Curriculum (MNTC) requirements or intended for transfer.
_____ **9 –** Continuing Education/Customized Training specialized credit course (not occurring in 0-5)

Catalog Description:

This course is an introduction to the study of human behavior in the work environment. Topics for discussion will include the nature of work in the modern world, organizational theory and culture, personnel selection, personnel training, work efficiency, human motivation, performance appraisal, leadership and supervision, teams, job satisfaction, employee safety and health, stress, human engineering, and consumer psychology.

Prerequisites and/or recommended entry skills/knowledge:

Course Prerequisite(s): None
Reading Prerequisite: Reading intensive
Composition Prerequisite: Writing intensive
Mathematics Prerequisite: None

Career Programs and Transfer Majors Accessing this Course:

Required for the Industrial Technology Program
Available for all transfer students

Minnesota Transfer Curriculum Goal(s) partially met by this course if applicable:

(Notes: No more than two goals may be met by any one course. Curriculum Committee review and the Chief Academic Officer's approval are required.)

0. _____ None
1. _____ Communications
2. _____ Critical Thinking
3. _____ Natural Sciences
4. _____ Mathematical/Logical Reasoning
5. __X__ History and the Social and Behavioral Sciences
6. _____ The Humanities and Fine Arts
7. __X__ Human Diversity
8. _____ Global Perspectives
9. _____ Ethical and Civic Responsibility
10. _____ People and the Environment

Learning Outcomes: (including any relevant competencies listed in the Minnesota Transfer Curriculum)
Upon completion of this course, the student will be able to:

- Demonstrate communications skills necessary for living and working effectively in an industry or organization with great population diversity.
- Analyze their own attitudes, behaviors, concepts and beliefs regarding diversity, racism and bigotry in industry and organizations.
- Examine organizations and industry and process across a range of historical periods and cultures.
- Use and critique alternative explanatory systems or theories of industry and organizations
- Have an understanding of how Psychology can be applied to the work environment
- Employ the methods and data that social/behavioral scientists use to investigate the work environment
- Use and critique alternative explanatory systems, or theories, relevant to the work environment
- Demonstrate an awareness of the individual and institutional dynamics of unequal power relations between groups in the work environment
- Describe and discuss the experiences and contributions of groups that shape the work environment, particularly those who have experienced discrimination and exclusion
- Have an understanding of the complex psychological processes in the lives of workers and organizations
- Apply basic concepts of I/O Psychology to their understanding of individual and organizational functioning at work
- Understand and have an appreciation of I/O psychology as a science and practice

Student Assessment Methods:
Exams, Group or Individual projects, Papers

Use of Instructional Technology: (includes software, interactive video and other instructional technologies): Films and videos

Outline or Statement of Major Course Content:

1. Introduction to I/O Psychology
2. Job analysis and evaluation
3. Legal issues in employee selection
4. Evaluating Section Techniques and Decisions
5. Employee Selection: Recruiting and Interviewing
6. Employee Selection: References and Testing
7. Evaluating Employee Performance
8. Designing and evaluating training systems
9. Employee Motivation
10. Employee Selection and Commitment
11. Organizational Communication
12. Leadership
13. Group Behavior and Conflict
14. Organizational Development
15. Stress Management
16. Working Conditions and Human Factors

Additional Special Information: (special fees, directives on hazardous materials, etc.) None

Transfer Information: (Please list colleges/majors that accept this course in transfer.)
University of Minnesota-Duluth, North Dakota State University

Approvals:

Body	Representative Signatures	Date
Curriculum Committee		
Faculty Association		
Academic Affairs Standards Committee		
Chief Academic Officer		

Distribution: Original – Administrative Office
Copies: Curriculum Committee Chair, AASC Chair, Transfer Specialist, Originating Faculty Member, Scheduler, Records, Student Services, Learning Center, Library
Revised: October 2006