**ET 482**
**INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY**

**COURSE DESCRIPTION**
This course teaches students about the role of supervision functions in industry with emphasis on principles and practices of human behavior and human relations within the industrial environment. It will examine theories of communication, leadership, motivation, group dynamics, change, conflict management, organizational culture, and culture differences to create effective organizational functioning.

A. **PREREQUISITES**
   None

B. **REQUIRED RESOURCE PURCHASES**
   Dubrin, A. J. (2004). *Applying psychology: Individual & Organizational Effectiveness* Supper Saddle River, NJ: Prentice Hall. ISBN: 9780130971159.

C. **ADDITIONAL MATERIALS FOR LEARNING**
   a. Access to a computer with reliable internet access.
   b. Internet access (broadband recommended)
   c. Microsoft Office (all assignments must be word processed)

D. **COURSE LEARNING OUTCOMES (CLOS)**
   Upon successful completion of this course, the student will be able to:
   a. Describe what is business psychology
   b. Present an overview of how people learn both simple skills and more complex activities
   c. Explain how values influence job behavior
   d. Describe how to make effective use on mental ability
   e. Identify major personality factors and traits and describe how that relate to job performance
   f. Describe the nature of self-esteem and how it affects the behavior of people
   g. Point key factors that influence the quality of problems solving and decision making
   h. Explain several approaches organizations take to enhance creativity
   i. Describe the key elements of Maslow's Hierarchy of need and the expectancy theory of motivation
   j. Point out how behavior modifications is applied to motivate employees
   k. Develop a strategy for enhancing your own motivation
   l. Analyze problems related to behavior and mental processes.
   m. Evaluate psychological phenomena from a biblical perspective.
   n. Apply psychological theory to everyday life.

E. **COURSE REQUIREMENTS AND ASSIGNMENTS**
   a. Textbook readings
   b. Course Requirements Checklist
      After reading the Course Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.
   c. Discussion Board Forums (6)
      Discussion boards are collaborative learning experiences. Therefore, the student is required to provide a thread in response to the provided prompt for each forum. Each thread must be at least 250 words, be in current APA format, and cite the course textbook. In addition to the thread, the student is required to reply to two (2) other classmates' threads. Each reply must be at least 125 words.
   d. Online Success Assignment
      The student will reflect upon his or her individual situation and obligations in order to create a plan for success in this course. Upon reading articles related to the topic of student success in online courses, the student will write a brief paper in current APA format. The paper must be 3–4 pages, not including the title and reference pages.
   e. Personality Assignment
      The student will complete a personality test and research his or her results. The student will consider the results and respond to provided prompts to write a brief paper in current APA format. The paper must be 3–4 pages, not including the title and reference pages.
   f. Chapter Quizzes (10)
      The student will complete 10 quizzes. Each quiz will be open-book/open-notes, contain 20 multiple-choice and true/false questions, and have a 45-minute time limit. The student will have the ability to take each quiz twice with the highest score recorded in the grade book.

F. **INCOMPLETES**
   An incomplete is not given automatically or lightly.  Anyone requesting an incomplete will have to do so in writing and will be considered only if:
   a. At least 75% of the course activity has been completed;
   b. The student is at least pulling a minimum of C grade;
   c. No points will be given for missing discussion board assignments and quizzes.

G. **DROPPING THE COURSE**
   If you decide it is necessary to drop the course, please not that Friday, November 2, 2018 is the last day to withdraw from a class.

H. **CHEATING AND PLAGIARISM POLICY**.
   Academic integrity violations are treated with zero tolerance.  Cheating, fabrication, plagiarism have serious consequences, so just do your own work.

## I. COURSE GRADING AND POLICIES

### a. GRADE WEIGHTS

| ASSIGNMENT | POINTS | PERCENT |
|---|---|---|
| Course Requirements Checklist | 20 | 2 |
| Online Success Assignment | 30 | 3 |
| Discussion Board Forums (6 at 40 pts each) | 240 | 24 |
| Quizzes (13 at 20 pts each) | 260 | 26 |
| News Write-Ups (2 at 25 pts each) | 50 | 5 |
| Final Project | 300 | 30 |
| Final Exam | 100 | 10 |
| Total | 1000 | 100% |

### b. GRADE SCALE

| GRADE | POINTS | PERCENT |
|---|---|---|
| A | 900-1000 | 90-100 |
| B | 800-899 | 80-89 |
| C | 700-799 | 70-79 |
| D | 600-699 | 60-69 |
| F | 0-599 | 0-59 |

## J. Late Assignment Policy

a. If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

b. Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions: *the instructor on a case-by-case basis will review Special circumstances (e.g. death in the family, personal health issues).*

   i. Late assignments submitted within one week of the due date will receive a 20% deduction.

   ii. Assignments submitted more than one week late will not be accepted.

   iii. Late Discussion Board threads or replies will not be accepted.

## K. Services For Students with Disabilities (SDD)

Mississippi Valley State University is committed to providing reasonable accommodations for students with a documented disability. If you feel you are eligible to receive accommodations for a covered disability (medical, physical, psychiatric, learning, vision, hearing, etc.) and would like to request it for this course, you must be registered with the Services for Students with Disabilities (SSD) program administered by University College. It is recommended that you visit the Disabilities Office located inside the EMAP Computer Lab in the Technical Education (IT) Building to register for the program at the beginning of each semester. If you are determined to be

eligible after your confidential consultation, you will be provided with a Memo of Accommodations that must be submitted to each of your instructors.