

# PSY201e Organizational Psychology

**Level:** 2

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

**E-Learning:** BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

## **Synopsis:**

Industrial/organizational (I/O) psychology is the branch of psychology that deals with the study of work behavior. The scientific goal of I/O psychology is to increase our knowledge and understanding of work behavior, while the practical goal is to use this knowledge to enhance the performance and well being of workers. A wide range of topics is dealt with in this course. They include methodological issues (e.g., research approaches in I/O psychology); personnel issues (e.g., employee recruitment, selection & assessment); worker issues (e.g., motivation, leadership, job satisfaction, work stress); as well as workgroup & organizational issues (e.g., group processes, organizational development). By the end of this course, students would understand what I/O psychology is and how to conduct research on work behavior; gain insight on a variety of factors that affect employees at work; analyze work-related issues using a variety of theories & concepts in I/O psychology; as well as apply what they've learnt in this course to deal with problems and challenges in the workplace.

## **Topics:**

- Definition, History and Research Methodology
- From Job Analysis to Employee Recruitment
- Selecting Employees & Evaluating Their Performance
- Motivating & Leading Employees
- Shaping Employee Attitudes & Behaviors for the Better
- Enhancing Work Groups in the Organization

## **Textbooks:**

New York, NY, and Abingdon, VA: Riggio, R. E. (2018). Introduction to Industrial/Organizational Psychology (7th ed.). Oxon: Routledge.  
ISBN-13: 9781317217381

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ISBN-13: 9781317217381-AA

**Learning Outcome:**

- Discuss key theories/models/findings in organizational psychology.
- Compare different ways of conducting research in organizational psychology.
- Examine key trends/issues/ challenges faced by companies and I/O psychologists.
- Illustrate different approaches to recruit/select/appraise employees.
- Explain how to motivate and lead employees to be productive and satisfied with their work.
- Show different strategies for employees to cope with stress and engage in positive work attitudes/behaviours (vs negative work attitudes/behaviours).

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
TUTOR-MARKED ASSIGNMENT	20
TUTOR-MARKED ASSIGNMENT	20
PRE-CLASS QUIZ	5
PRE-CLASS QUIZ	5
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**