

**Note:**

**Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.**

## ***COURSE SYLLABUS***

---

### **PSYC 516**

#### **INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY**

#### **COURSE DESCRIPTION**

Exploration of current theory and research in industrial/organizational psychology. Focus on talent acquisition and management, leadership, job attitudes, and organizational development.

#### **RATIONALE**

The purpose of this course is to immerse the Masters of Arts graduate psychology student in both the practice and science of industrial/organizational psychology. The course will expose the student to the research, theory, and real-life application of organizational psychology. Because today's work environment demands critical and quick analysis, the student will participate in work-environment-related activities in which he/she will learn to limit both bias and error in personnel-related decisions by applying research and theory in organizational psychology.

#### **I. PREREQUISITE**

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

#### **II. REQUIRED RESOURCE PURCHASE**

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

#### **III. ADDITIONAL MATERIALS FOR LEARNING**

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Microsoft Office

#### **IV. MEASURABLE LEARNING OUTCOMES**

Upon successful completion of this course, the student will be able to:

- A. Understand and utilize major topics and subspecialties including critical theory and research findings that have served to define the field of industrial/organizational psychology.
- B. Increase the understanding of the complicated systems of individual and group psychological processes involved in the world of work.
- C. Connect both the basic and applied principles of industrial/organizational psychology to Personnel and Human Resources management within organizations.

- D. Allow participants to explore ways in which individual career choices and work-life success can be improved through the benefits of industrial/organizational psychology.
- E. Apply industrial/organizational psychology principles in organizational settings that relate to all personnel and work related decisions.

**V. COURSE REQUIREMENTS AND ASSIGNMENTS**

- A. Textbook readings and lecture presentations
- 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 (8)

Discussion boards are collaborative learning experiences. Therefore, the student is required to create a thread in response to the provided prompt for each forum. Each thread must be at least 400 words and contain at least 1 citation in current APA format in reference to the textbook, journal articles, theory, or individual research. In addition to the thread, the student is required to reply to at least 2 other classmates' threads. Each reply must be at least 100 words.

- D. Module Projects (8)

The student will have an applied project to complete that accompanies each module/week. Each project will focus on the practical/applied aspect of the topic in industry. The student will have to use his/her knowledge gained from the text/research and also find other references to aid in these projects.

- E. Midterm Oral Assignment

The Midterm Oral Assignment will cover the Reading & Study from Modules/Weeks 1–4. It will contain 5 questions that the student must answer orally with a maximum of 5 minutes to answer each question, and use YouTube to upload the video to Blackboard.

- F. Final Exam

The Final Exam will cover the Reading & Study from Modules/Weeks 5–8. It contains 5 short answer questions with a time limit of 10 minutes per question.

**VI. COURSE GRADING AND POLICIES**

- A. Points

|  |             |
|--|-------------|
| Course Requirements Checklist            | 10          |
| Discussion Board Forums (8 at 25 pts ea) | 200         |
| Module Projects (8 at 50 pts ea)         | 400         |
| Midterm Oral Assignment                  | 200         |
| Final Exam                               | 200         |
| <b>Total</b>                             | <b>1010</b> |

- B. Scale

A = 940–1010    A- = 920–939    B+ = 900–919    B = 860–899    B- = 840–859  
 C+ = 820–839    C = 780–819    C- = 760–779    D+ = 740–759    D = 700–739  
 D- = 680–699    F = 0–679

D. Dual Relationship

The faculty is responsible to interact with counseling students in a supervisory capacity/role. As such, faculty may provide students professional principles, guidance, and recommendations as it relates to the context of the student-client setting. The faculty is responsible to avoid dual relationships with students such as entering a student-counselor or student-pastor relationship. Thus, the faculty does not provide personal counseling addressing student personal problems. If a faculty member perceives that a student is in need of personal or professional counseling, then that faculty member will recommend that the student pursue either pastoral or professional assistance from a counselor in their community.

E. Limits of Confidentiality

In the event of a student's disclosure, either verbally or in writing, of threat of serious or foreseeable harm to self or others, abuse or neglect of a minor, elderly or disabled person, or current involvement in criminal activity, the faculty, staff, administrator, or supervisor will take immediate action. This action may include, but is not limited to, immediate notification of appropriate state law enforcement or social services personnel, emergency contacts, and notification of the appropriate program chair or online dean. The incident and action taken will become part of the student's permanent record.

G. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at [LUOODAS@liberty.edu](mailto:LUOODAS@liberty.edu) to make arrangements for academic accommodations. Further information can be found at [www.liberty.edu/disabilitysupport](http://www.liberty.edu/disabilitysupport).

## ***COURSE SCHEDULE***

### **PSYC 516**

Textbook: Jex & Britt, *Industrial/Organizational Psychology* (2014).

| <b>MODULE/<br/>WEEK</b> | <b>READING &amp; STUDY</b>                | <b>ASSIGNMENTS</b>  | <b>POINTS</b>   |
|-------------------------|---|---|-----------------|
| <b>1</b>                | Jex & Britt: chs. 1–2<br>1 presentation   | Course Requirements Checklist                             | 10              |
|                         |   | Class Introductions                                       | 0               |
|                         |   | DB Forum 1  | 25              |
|                         |   | Module Project 1  | 50              |
| <b>2</b>                | Jex & Britt: ch. 3<br>1 presentation      | DB Forum 2<br>Module Project 2                            | 25<br>50        |
| <b>3</b>                | Jex & Britt: ch. 4<br>1 presentation      | DB Forum 3<br>Module Project 3                            | 25<br>50        |
| <b>4</b>                | Jex & Britt: chs. 5–6<br>1 presentation   | DB Forum 4<br>Module Project 4<br>Midterm Oral Assignment | 25<br>50<br>200 |
| <b>5</b>                | Jex & Britt: chs. 7–8<br>1 presentation   | DB Forum 5<br>Module Project 5                            | 25<br>50        |
| <b>6</b>                | Jex & Britt: chs. 9–10<br>1 presentation  | DB Forum 6<br>Module Project 6                            | 25<br>50        |
| <b>7</b>                | Jex & Britt: chs. 11–12<br>1 presentation | DB Forum 7<br>Module Project 7                            | 25<br>50        |
| <b>8</b>                | Jex & Britt: chs. 13–15<br>1 presentation | DB Forum 8<br>Module Project 8<br>Final Exam              | 25<br>50<br>200 |
| <b>TOTAL</b>            |   |   | <b>1010</b>     |

DB = Discussion Board

**NOTE:** Each course module/week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.