

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 716

THEORIES & RESEARCH IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

COURSE DESCRIPTION

Critical examination of current theory and research in industrial/organizational psychology. Focus on organizational development, workplace attitudes, research on personnel and management, as well as key theories in industrial/organizational psychology.

RATIONALE

The purpose of this course is to equip the student with a solid theoretical basis from which to engage in scholarly research in the field of industrial/organizational psychology. This course will assist the student in exploring current theories, practices, and trends relating to organizational development. The student will survey key topics and theories in industrial/organizational psychology with a focus on understanding what has been and what is currently known in the field.

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. Blackboard [recommended browsers](#)
- D. Microsoft Office

IV. MEASURABLE LEARNING OUTCOMES

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

- A. Describe key theories in industrial/organizational psychology.
- B. Assess integral elements of organizational development.
- C. Evaluate research related to personnel and management.
- D. Explain factors impacting workplace attitudes.

- E. Utilize biblical principles to interpret research in industrial/organizational psychology.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Assigned article 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 (2)

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 300 words, contain at least 1 peer-reviewed source citation in addition to the course textbook, and demonstrate course-related knowledge. In addition to the thread, the student is required to reply to 2 other classmates' threads. Each reply must be at least 150 words and contain at least 1 peer-reviewed source citation in addition to the course textbook.

- D. Reading Summaries (8)

The student will write a 2–3-page summary in current APA format that focuses on the assigned article reading for each module/week. Each summary must detail key concepts, ideas, and/or theories the student learned from the assigned reading material addressing what makes this information important to the I/O field. Each summary must also discuss whether any of the research read for the assigned module/week supports and/or is in conflict with biblical principles citing Scripture. Each article assigned in each module/week must be discussed in the summary and must be properly cited and referenced. Additional source support is encouraged but not required.

- E. PowerPoint Presentation

The student will prepare an 8–10-slide PowerPoint presentation with citations and references presented in current APA format that focuses on what is known in the research about promoting employee health and well-being. The student will develop a narrated PowerPoint presentation that explains 4 research-based recommendations for improving employee health, safety, and/or wellbeing. The student should work to make the presentation visually attractive. The presentation must include at least 2 recommendations which support the topic from a biblical perspective. The presentation must include at least 4 scholarly peer-reviewed journal articles in addition to the Bible.

- F. Research Paper

The student will write an 8–10-page research-based paper in current APA format that focuses on identifying what is known in the research about a special topic of the student's choice in industrial/organizational psychology. The paper will include an analysis of the topic from a biblical perspective. The paper must include at least 5 scholarly peer-reviewed journal articles in addition to the Bible.

VI. COURSE GRADING AND POLICIES**A. Points**

Course Requirements Checklist	10
Discussion Board Forums (2 at 60 pts ea)	120
Reading Summary (8 at 80 pts ea)	640
PowerPoint Presentation	140
Research Paper	100
Total	1010

B. Scale

A = 960–1010 A- = 940–959 B+ = 920–939 B = 900–919 B- = 880–899
 C+ = 860–879 C = 840–859 C- = 820–839 D+ = 800–819 D = 780–799 D- =
 760–779 F = 0–759

C. Disability Assistance

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

If you have a complaint related to disability discrimination or an accommodation that was not provided, you may contact ODAS or the Office of Equity and Compliance by phone at (434) 592-4999 or by email at equityandcompliance@liberty.edu. Click to see a full copy of Liberty's [Discrimination, Harassment, and Sexual Misconduct Policy](#) or the [Student Disability Grievance Policy and Procedures](#).

COURSE SCHEDULE

PSYC 716

Textbook: None.

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	2 presentations 7 articles	Course Requirements Checklist Class Introductions Reading Summary 1	10 0 80
2	1 presentation 5 articles	DB Forum 1 Reading Summary 2	60 80
3	1 presentation 6 articles	Reading Summary 3	80
4	1 presentation 3 articles	Reading Summary 4 PowerPoint Presentation	80 140
5	1 presentation 5 articles	DB Forum 2 Reading Summary 5	60 80
6	1 presentation 3 articles	Reading Summary 6	80
7	1 presentation 3 articles	Reading Summary 7 Research Paper	80 100
8	1 presentation 3 articles	Reading Summary 8	80
TOTAL			1010

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**.