

CPSY-213

Industrial and Organizational Psychology

Credit Hour: 3

Type: Major

Course Objectives

This course introduces students to the core principles, theories, and applications of Industrial and Organizational (I/O) Psychology. Students will explore how psychological theories are applied to workplace dynamics at individual, group, and organizational levels. The course emphasizes both theoretical foundations and practical skills to address organizational challenges, enhance employee well-being, and improve organizational effectiveness. Topics include job analysis, research methods, personnel selection, motivation, leadership, communication, health and stress, and consumer psychology.

Course Contents

Introduction to Organizational Psychology

- Nature, scope, and significance
- Historical and theoretical perspectives
- Core concepts and models in I/O psychology

Assessment in Organizational Settings

- Personnel selection and pre-employment testing
- Employee evaluation and job fitness
- Leadership assessment tools

Research Methods in I/O Psychology

- Key research designs and concepts
- Measurement and data analysis

Organizational Communication

- Forms and flow of communication
- Effective communication strategies
- Barriers and conflict resolution

Organizational Culture and Climate

- Structure and psychological climate
- Work environment and motivation
- Interpersonal relationships and conflict management

Leadership and Management

- Characteristics of organizational leadership
- Leadership development and effective management

Work and Organizational Stressors

- Physical conditions of work environment (e.g., noise, temperature, lighting)
- Job satisfaction/dissatisfaction, monotony, boredom, stress
- Work schedules, rest periods, and shift work

Occupational Health Psychology

- Organizational safety and occupational health
- Causes of workplace accidents
- Preventive safety models and training programs
- Stress management and health promotion

Consumer Psychology

- Techniques in consumer behavior analysis
- Advertising, marketing, and motivation research
- Psychological factors in advertising effectiveness

Teaching-learning Strategies

Use of multimedia/slides

Assignments

Handouts

Group discussions

Reflective notes

Quiz

Assignments

One assignment and quiz will be given to the students.

The quiz will be taken before mid-term examination while assignment will be taken after mid-term examination.

Learning Outcomes

By the end of the course, students will be able to:

- Explain and critically evaluate major theories and concepts in I/O psychology.
- Apply current I/O research to assess workplace issues.

- Demonstrate practical skills in employee assessment, leadership evaluation, and organizational communication.
- Develop strategies to address organizational stress, health, safety, and motivation.

Recommended Books

Schultz, D. P., & Schultz, S. E. (2016). *Psychology and work today: An introduction .to industrial and organizational psychology*. New York: Routledge Taylor and Francis

Levy, P. E .(2016). *Industrial/ organizational psychology: Understanding the workplace (5th ed)*. USA: Worth Publishers

Muchinsky, P. M., & Howes, S. S. (2018). *Psychology applied to work (11th ed.)*. Summerfield, NC: Hypergraphic Press.

Riggio, R. E. (2017). *Introduction to industrial/organizational psychology* (7th ed.)*. New York, NY: Routledge.

Spector, P. E. (2016). *Industrial and organizational psychology: Research and practice* (7th ed.)*. Hoboken, NJ: Wiley.

Robbins, S. P., & Judge, T. A. (2021). *Organizational behavior* (19th ed.)*. New York, NY: Pearson.