

**Industrial/Organizational Psychology  
PSYC 2220 (GT) PSYC 4669 (UNG)**

**Spring 2026**

**Instructor:** Stephen Smith  
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**Course Textbook**

Spector, P. E. (2021). *Industrial and organizational psychology: Research and practice* (8th ed.). John Wiley & Sons.

**Course Prerequisite**

- Prerequisite: PSYC 1101 (Introduction to Psychology)

**Course Overview:**

Industrial/Organizational Psychology is the study of human behavior, cognition, and emotion in the workplace. I/O Psychologists study and apply concepts such as employee recruitment and selection, performance appraisal, training, motivation, leadership, job satisfaction, and work stress. Said differently, I/O is essentially focused on enhancing our understanding of individual and organizational effectiveness and well-being.

**Course Expectations:**

- This class will include some lecturing, but a lot of class time will be spent on projects. You must be prepared for each class by completing the readings/videos/etc. before the start of class.
- You will regularly check your email for course information and announcements.
- You will review feedback on assignments in person

**Communication Policies:**

I will be using e-mail to communicate with you and will include some materials online. Be sure to check your student e-mail account daily. Emails will be responded to in 24 hours Monday-Thursday. Emails sent on Friday, Saturday, or Sunday can be expected to be returned by Monday. All important announcements will be emailed to you.

**Learning Goals:**

- Demonstrate an understanding of job analysis.
- Demonstrate an understanding of selection procedures, including criteria, predictors, and decision processes.
- Demonstrate an understanding of other personnel procedures, such as performance appraisal and training.
- Demonstrate an understanding of the role of diversity and its importance to organizational effectiveness.
- Demonstrate an understanding of how variations in ability, personality, etc. influence the individual, others and the organization.

- Demonstrate an understanding of how interpersonal processes influence the individual, group, and organization.
- Demonstrate an understanding of how organizational factors influence individuals, groups, and the organization.
- Demonstrate an understanding of stress and well-being at work.
- Apply the models and theories to personal and professional experiences.

### **Course Policies:**

#### ACADEMIC INTEGRITY

The use of artificial intelligence (AI) in completing any course-related work is strictly prohibited. This includes, but is not limited to, discussions, homework, papers, and exams. Other forms of cheating include receiving or giving assistance in preparation of any graded assignment without prior authorization from the class instructor, and plagiarism (use of another person's ideas or expressions without acknowledging the source).

Any use of unapproved AI technology in student work will result in an automatic zero on the relevant assignment(s). A second offense will result in a grade assignment of F.

#### LATE ASSIGNMENTS

I will accept late work up to 24 hours after the posted deadline; an automatic 25% deduction will be applied. After the 24-hour window has passed, late work will be assigned a grade of zero. There are no makeup quizzes. A missed quiz will be counted as a zero.

### **Attendance**

It is your responsibility to attend class, complete your reading, and complete your assignments on time. All of these will help you learn and integrate the material. You are responsible for any information you miss throughout the semester, so find a buddy who would be happy to share notes when you are absent.

### **Changes to Syllabus/Schedule:**

This syllabus, including the schedule, is subject to change based on class needs, schedule disruptions, and/or instructor discretion. All changes will be announced in class and online, with as much advance notice as possible.

**I will not curve or otherwise adjust grades in this course except where there has been an actual miscalculation.** If your grade has been calculated correctly, but you are unhappy with it, please schedule a meeting with me to discuss how to improve on future assignments.

### **Title IX Mandatory Reporting:**

Due to the nature of the human psychological subject matter in this class, it is not uncommon that personal issues are shared with the instructor or arise as a result of class assignments or homework assignments. These issues can be shared in a verbal, written, or electronic format. Although an open

discourse on these issues is important, students should be aware that, in most cases, faculty are mandated to report concerns regarding possible sexual assault, danger to self, and/or danger to others to University officials. It is also important that you understand that a faculty member acting in a faculty role has no obligation to maintain your confidentiality regarding other personal issues you may choose to share with them, but they will likely try to do so when possible. It is important that you be aware of this so that you can make an informed decision regarding what you choose to share.

### **Course Requirements & Grading:**

#### **In-Class Activities (20%)**

Many class sessions will include an in-class assignment. These will be due on the day they are assigned.

#### **Team Consulting Assignments (40%)**

The majority of the sections will include a team “consulting” assignment. These assignments will require you to apply the knowledge you have learned.

#### **Content quizzes (25%)**

There will be five content quizzes distributed across the semester. Questions will be a combination of multiple choice, fill in the blank and short written response questions. You are not allowed to use any notes, the book, etc. when taking the quizzes. A study guide is posted in the content for each section to help you prepare – be sure you understand each concept on the study guide before beginning the quiz.

#### **Final Exam (15%)**

The final exam will be cumulative and will be in the same format as the quizzes, but with a two-hour time limit.

### **Tentative Schedule**

<b>Week</b>	<b>Topic</b>
1	Review of course expectations
2	Introduction to I/O Psychology
3	Research Methods in I/O Psychology
4	Job Analysis
5	Job Performance; Performance Appraisal

6	Employee Selection/Placement
7	Employee Selection/Placement
8	Employee Training
9	Employee Motivation
10	Job/Work Attitudes
11	Employee Behavior
12	Work Groups & Teams
13	Leadership
14	Organizational Climate/Culture
15	Prepare for Final Exam