Course Objectives

To become familiar with and discuss concepts, theory, methodology, and applications of Industrial Psychology. This course covers the conceptual foundations and applications of employee selection, performance appraisal, training/ergonomics, employee attitudes/behaviors, and legal issues in the organizational world. It will provide a detailed examination of the Industrial side of I/O (Industrial/Organizational) Psychology; a useful, relevant, and interesting field of psychology and business.

There are three goals for this class:

1. That you will learn and develop an understanding of the theory, methods, and real-world applications of the topics as well as their interrelationships in Industrial Psychology.
2. That you will learn information that you can use to prepare you for the world of work including issues related to employee selection, performance appraisal, training, and the legal system.
3. That you will apply the information and be provided with real-world examples facilitated by guest speakers to further your understanding of the material. This may be an area you wish to pursue additional training after learning about the opportunities available.

Much of the course will be geared toward the relevance of the information to you by highlighting the material that will be particularly useful in helping you get and keep a satisfying job. I value your questions, comments, and participation in class.

Instructor Information

Dr. Hanisch
W212 Lagomarcino Hall
kathann@iastate.edu
294-1488 (office), 294-1742 (main office), 294-6424 (fax)
W113 Lagomarcino Hall (mailbox location)
Office Hours: Mondays after class, 4:30-6:00 PM

Course Materials

*Employee Selection by Lilly M. Berry  *Additional articles may be assigned

Course Web Page: http://www.public.iastate.edu/~kathann/450s2011.htm

The course web page will provide useful information for the course. The syllabus, assignments, lecture outlines, evaluation information, and course schedule will be available here.

Course Schedule

A tentative class schedule is included on the course web page. We may change it depending on guest speakers or other issues that may arise. Use it as a guide for the semester.

Evaluation

You will have the opportunity to demonstrate your learning and understanding of the material in this course in several ways. These are listed on the course web page. Grading procedures and details will be described in class. Please see me immediately if you need assistance.
University Policies

*ISU Disability Statement* - If you have a disability and require accommodations, please contact me as soon as possible so that your learning needs may be appropriately met. You will need to provide documentation of your disability to the Disability Resources (DR) office which is located on the main floor of the Student Services Building, Room 1076, 294-7220.

*ISU Academic Dishonesty Statements* - You are expected to practice academic honesty in every aspect of this course and all other courses at ISU. Make sure you are familiar with the ISU Student Information Handbook, especially the section on academic misconduct. Students who engage in academic misconduct are subject to university disciplinary procedures, as well as consequences with regard to this course.