Course Objectives
To provide a broad understanding of the topics psychologists study in the workplace, their research methods and theories, as well as real-world applications. You will learn how psychologists have helped and continue to facilitate how employers recruit applicants, make hiring decisions, decide who needs training and on what topics, and how employers evaluate their employees' performance. Issues behind employee motivation, leadership, organizational culture, teams, attitudes and behaviors, communication, legal issues, as well as human factors and system design will be examined.

Course Goals
1. You will learn how organizations function with regard to human resources and the contributions of psychology to successful organizational operations.

2. You will understand how organizations manage their human resources and how this information can be used to help you achieve a more satisfying career.

3. You will learn how to prepare for obtaining and keeping a job by understanding the psychology behind the various processes organizations use to manage their greatest asset – YOU!

I value your contributions, questions, and comments in class!

Instructor Information
Dr. Kathy Hanisch
Office: W212 Lagomarcino Hall
Email: kathann@iastate.edu
Mailbox: W113 Lagomarcino Hall
Phone and Voice Messages: 294-1488
Psychology Department: 294-1742; 294-6424 (fax)
Office Hours: Mondays after class (4:30-5:30) and by appointment

Teaching Assistant
Sara Prot
Office: 484 Science Hall I
Email: sprot@iastate.edu

Blackboard
This syllabus, the tentative course schedule and assignments, and evaluation information will be posted on Blackboard. The lecture outlines will also be posted on Blackboard prior to each class.

Textbook and Workbook
Applied Industrial/Organizational Psychology, Seventh edition (2013) and I/O Applications Workbook (2013) by Michael Aamodt. Please bring both of these to class for in-class activities.
Textbook Website
The textbook website offers review questions, puzzles, and other helpful aids. See the link on Blackboard to access this site easily. I recommend completing the quiz and crossword after reading each chapter.

Evaluation of Learning
You will have several opportunities to demonstrate your understanding and learning of the material for this course including in-class activities, assignments, quizzes, a project, and a final exam. These will be described in class as well as a description of each is provided on Blackboard. Grading will be on a curve that will be discussed in class. Tentative grading scales will be provided periodically to let you know where you stand in the course. Please see me immediately if you are having difficulty with the material.

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:

Student Disability Resources
Dean of Students Office
1076 Student Services Building
Ames, IA 50011-2222
Phone: 515-294-7220

ISU Academic Dishonesty Statements
You are expected to practice academic honesty in every aspect of this course and all other courses. 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.