Psychology of the Workplace
Psychology 250
Fall, 2014
Mondays & Wednesdays
3:10-4:30 PM
Lagomarcino Hall, Room W262

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 contributed useful information to help employers effectively recruit applicants, make hiring decisions, decide who needs training and on what topics, and how employers evaluate their employees' performance. Important issues behind employee motivation, leadership, organizational culture, teams, job 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!

Fit with Psychology Department Goals
The course goals, among others, will contribute to student learning outcomes within the undergraduate program in psychology and elsewhere. The specific goals of developing skills supporting employment or graduate/professional education as well as developing a general knowledge of psychology of the workplace will easily be met with successful completion of this course. In addition, students will gain an understanding of scientific inquiry and have opportunities to demonstrate critical thinking. Students will also have opportunities to learn to communicate effectively in the field of psychology and understand the role of ethics and diversity in the workplace in this course.

Instructor Information
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Psychology Department: 294-1742; 294-6424 (fax)
Office Hours: Mondays after class (4:30-5:30) and by appointment

Teaching Assistant
Spurty Surapaneni

Blackboard
This syllabus, the tentative course schedule and assignments, and evaluation information will be posted on Blackboard.
Textbook and Workbook
Applied Industrial/Organizational Psychology, Seventh edition (2013) by Michael Aamodt. See the course website for information about purchasing options either as an ebook or textbook.

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.

Class Participation, Attendance, and Punctuality
We will have discussions and activities about course material most class periods. It is important that you are in class and on time to class. Your performance and effectiveness as a student are enhanced in this course by your attendance and punctuality. I value your contributions, questions, and comments in class!

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
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.