Psychology 450: Industrial Psychology
Spring, 2015
Mondays & Wednesdays, 3:10-4:30 PM
W162 Lagomarcino Hall

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 staffing an
organization, pay and incentive systems, employee recruitment, performance management, workplace
training, safety and health, as well as legal issues in the organizational world. It will provide a detailed
examination of Industrial 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 your career or for a job
as an employee in an organization. Issues particularly relevant include 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.

A lot 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. Kathy Hanisch
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Office Hours: Mondays 4:30-5:30 PM and by appointment

Blackboard Course
A Blackboard Course has been created for this class and will include this syllabus,
assignments, evaluation information, and other relevant course material. A tentative class schedule
will also be included on Blackboard and updated at least every two weeks. Depending on guest
speakers' schedules or other issues that may arise the schedule may be modified on short notice.

Reading/Information Sources:
material from Cascio, 2013
*Additional articles/videos available on the internet with links will be provided on the tentative
class schedule included on the course website.

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

ISU Disability Statement - Iowa State University is committed to assuring that all educational activities are free from discrimination and harassment based on disability status. All students requesting accommodations are required to meet with staff in Student Disability Resources (SDR) to establish eligibility. A Student Academic Accommodation Request (SAAR) form will be provided to eligible students. The provision of reasonable accommodations in this course will be arranged after timely delivery of the SAAR form to the instructor. Students are encouraged to deliver completed SAAR forms as early in the semester as possible. SDR, a unit in the Dean of Students Office, is located in room 1076, Student Services Building or online at www.dso.iastate.edu/dr/. Contact SDR by e-mail at disabilityresources@iastate.edu or by phone at 515-294-7220 for additional information.

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.