**GAU, Faculty of Humanities**

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| **Course Unit Title** | Industrial & Organizational Psychology |
| **Course Unit Code** | PSY 337 |
| **Type of Course Unit**  | Compulsory, all psychology students |
| **Level of Course Unit**  | Third year, Bachelors Degree  |
| **National Credits** | 3 |
| **Number of ECTS Credits Allocated** | 6 ECTS |
| **Theoretical (hour/week)** | 2 |
| **Practice (hour/week)** | 1 |
| **Laboratory (hour/week)** | - |
| **Year of Study** | 3 |
| **Semester when the course unit is delivered** | 5 |
| **Mode of Delivery**  | Face to Face, E-Learning activities |
| **Language of Instruction**  | English |
| **Prerequisities and co-requisities**  | PSY 101  |
| **Recommended Optional Programme Components**  | None |
| **Objectives of the Course:** |
| This course aims to introduce behavior at work which plays an extremely important part in informing professional practice and how this is influenced by the context of work organizations. |
| **Learning Outcomes** |  |
| When this course has been completed the student should be able to | Assesment. |
| 1 | To be able to know how Job Analysis Process works | 1,2 |
| 2 |  To know different selection methods with their validity and reliability. | 1,2 |
| 3 | To describe work motivation | 1,2,4 |
| 4 | To know job stress and how it can be handled within the work place and to learn the process of personnel training | 1,2,3 |
| 5 | To know how to conduct performance management | 1,2 |
| 6 | To learn Human Factors at work and to be aware of organizations at work | 1,2 |
| Assesment Methods: 1. Written Exam, 2. Assignment 3. Project/Report, 4.Presentation, 5 Lab. Work |
| **Course’s Contribution to Program** |
|  |  | CL |
| 1 | Ability to identify the current and historical core content of and what is known in psychology. | 2 |
| 2 | Differentiate the various areas of Psychology and identify what is known in each. | 4 |
| 3 | Ability to show familiarity with the major concepts, theoretical perspectives, empirical findings, and historical trends in psychology. | 3 |
| 4 | Ability to apply psychological content and skills to career goals. | 4 |
| 5 | Ability to identify, and evaluate construct and critically analyze complex arguments. | 4 |
| 6 | Ability to apply basic research methods in psychology, with sensitivity to ethical principles. | 4 |
| 7 | Ability to identify the writing format of the American Psychological Association (APA). | 4 |
| 8 | Ability to understand the role of academic, professional, and personal integrity in maintaining a healthy community. | 3 |
| 9 | Ability to recognize and describe the ways in which diversity influences psychological processes. | 3 |
| 10 | Ability to distinguish important behavioral factors associated with personal and cultural diversity that enable intervention process in therapy. | 4 |
| 11 | Ability to demonstrate effective communication skills following professional conventions in psychology appropriate to purpose and context. | 4 |
| CL: Contribution Level (1: Very Low, 2: Low, 3: Moderate 4: High, 5:Very High) |

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| **Course Contents** |
| Week |  |  | Exam**s** |
| 1 |  | Introduction, Overview, and Course Requirements  |  |
| 2 |  | History, Background, and Essentials of I/O Psychology  |  |
| 3 |  | Psychology as a Science / Research Methods  |  |
| 4 |  | Individual Differences  |  |
| 5 |  | Using Assessments for Prediction  |  |
| 6 |  | Job Analysis, Job Evaluation, and Employee Performance |  |
| 7 |  | Appraising Employees and Giving Feedback  | Quiz |
| 8 |  |  | Mid Term |
| 9 |  | Recruiting and Selecting Talent, The Legal Context of Hiring and Firing Employees |  |
| 10 |  | Job Satisfaction and Commitment  |  |
| 11 |  | Work Environment and Stress  |  |
| 12 |  | Violence in the Workplace |  |
| 13 |  | Justice, Fairness and Diversity  |  |
| 14 |  | revisions | Quiz |
| 15 |  |  | Final |
| **Recommended Sources** |
| **Textbook:** Landy, F.J. & Conte, J.M. (2007) Work in the 21st Century: An Introduction to Industrial and Organizational Psychology. Second Edition. Malden, MA: Blackwell Publishing.**Supplementary Material (s):**  |
| **Assessment** |
| Attendance | % |  |
| Laboratory | % |  |
| Midterm Exam (Written) | 30% |  |
| Quiz (Written) | 20% |  |
| Final Exam (Written) | 50% |  |
| Total | 100% |  |
| **ECTS Allocated Based on the Student Workload** |
| Activities | Number  | Duration (hour)  | Total Workload(hour) |
| Course duration in class (including the Exam week)  | 15 | 3 | 45 |
| Labs and Tutorials |  |  |  |
| Assignments | 8 | 3 | 24 |
| Project/Presentation/Report Writing  |  |  |  |
| E-learning Activities |  |  |  |
| Quizzes | 2 | 10 | 20 |
| Midterm Examination | 1 | 14 | 14 |
| Final Examination | 1 | 28 | 28 |
| Self Study  | 14 | 3 | 42 |
| Total Workload  | 173 |
| Total Workload/30 (h) | 5.76 |
| ECTS Credit of the Course | 6 |