

WILMINGTON UNIVERSITY  
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES  
BASIC COURSE INFORMATION

COURSE TITLE: Organizational and Industrial Psychology  
COURSE NUMBER: PSY 302

I. COURSE DESCRIPTION

This course is the analysis of psychological issues in industry productivity.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:

Appreciate the role of psychology in understanding workers, organizations and the workplace.

Learning Outcomes The student will:

- A-1 Define I/O psychology.
- A-2 Identify and explain the role of I/O psychology in the workplace.
- A-3 Identify and explain research methods used in I/O psychology.

GOAL B:

Demonstrate understanding of I/O psychology in the development of human resources (individual employee).

Learning Outcomes: The student will:

- B-1 Identify preferred practices for employee selection.
- B-2

B-5 Identify ethical issues in dealing with employee issues.

GOAL C:

Understand the application of psychological principles to the organization.

Learning Outcomes: The student will:

- C-1 Identify and explain various theories of leadership and leadership styles.
- C-2 Describe concepts of motivation, job satisfaction and job involvement.
- C-3 Identify organizational style including bureaucratic and participatory.
- C-4 Explain the relationship of individuals to groups and organization and their impact on each other.
- C-5 Describe change in an organization (organizational development).
- C-6 Identify ethical issues related to an organization's functioning

GOAL D:

Show an awareness of the characteristics of the workplace.

Learning Outcomes: The student will:

- D-1 Describe current and changing workplace conditions including physical, psychological, and social factors.
- D-2 Identify safety, violence and health issues in the workplace.
- D-3 Explain stress and its development in the workplace.

GOAL E:

Use appropriate written and oral communication skills.

Learning Outcomes: The student will:

- E-1 Communicate information orally in a logical and grammatical manner.
- E-2 Present written information using standard APA style.