

TITLES	EXPLANATIONS
Title of Course	Industrial / Organizational Psychology
Code of Course	PSY 362
Type of Course	Compulsory
Level of Course	Undergraduate
Year of Study	3
Semester/Trimester	6
Number of ECTS	4
Name of Lecturer(s)	STAFF
Course Learning Outcomes	<p>At the end of this course students are expected to;</p> <p>LO1. Define industrial and organizational psychology.</p> <p>LO2. Give information about the historical development of the field.</p> <p>LO3. Understand the behavior of the individual in the organizations.</p> <p>LO4. Apply general psychological principles to work and workplace.</p> <p>LO5. Explain attitudes of employees towards job.</p> <p>LO6. Have knowledge about job analysis, performance appraisal, selection and assessment, leadership, and employee motivation.</p> <p>LO7. Carry out studies on workplaces with regard to productivity and performance.</p> <p>LO8. Produce policies to enhance employee motivation and commitment to the organization.</p>
Mode of Delivery	The style of teaching is face-to-face interaction.
Prerequisites and Co-requisites	There is no prerequisite or co-requisite for this course.
Recommended Optional Programme Component	None
Course Contents	<ol style="list-style-type: none"> 1. Getting Acquainted and Introduction 2. Research Methods in Industrial and Organizational Psychology 3. Job Analysis 4. Performance Appraisal 5. Assessment Methods for Selection and Placement 6. Selecting Employees 7. Training 8. Employee Motivation 9. Job Attitudes and Emotions 10. Productive and Counterproductive Employee Behavior 11. Work Groups and Work Teams 12. Leadership and Power in Organizations 13. Organizational Development and Theory 14. General Evaluation
Recommended or Required Reading	<p>(Primary Textbook)</p> <p>Spector, P. E. (2012). <i>Industrial and organizational behavior (6th Ed.)</i>. New Jersey: John Wiley & Sons, Inc.</p> <p>(Suggested References)</p> <p>Riggio, R. E. (2008). <i>Introduction to industrial and organizational psychology</i>. Boston: Pearson Education.</p> <p>Aamodt, M. G. (2009). <i>Industrial / organizational psychology</i>. CA: Wadsworth.</p> <p>* The primary textbook for this course is renewed every year.</p>
Planned Learning Activities and Teaching Methods	<p>This course is conducted through mostly discussions on the material presented in class and over the compulsory reading material. With this aim in mind, (a) regular lectures supported by visual presentations and (b) class discussions are used. These class discussions are designed in such a way to help students present their expectations about the field and explain different perspectives. Additionally, the students are expected to do their term project within the framework of industrial and organizational theories.</p>

Assessment Methods and Criteria

1 Midterm, 4 Quizzes, 1 Assignment, 1 Final Exam

Language of Instruction

Turkish

Practicum

None

Program Outcomes	Course Learning Outcomes							
	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8
Analyze problems with the scientific method and appropriate scientific tools.	X		X	X	X	X	X	X
Think critically and creatively, ask questions, make comments using the knowledge and skills they have acquired.			X	X	X	X	X	X
Develop a positive attitude toward life-long education.		X	X	X	X	X	X	X
Use the library, scientific databases, internet and other sources effectively.	X	X	X	X	X	X	X	X
Have the skills to find out, analyze, evaluate, decide about, and apply the alternative solutions to problems.			X	X	X	X	X	X
Be open-minded to use knowledge stemming from different disciplines and/or areas of psychology.	X		X	X	X	X	X	X
Develop a positive attitude toward critical thinking.			X	X		X	X	X
Have advanced theoretical and applied knowledge of psychology supported by contemporary course material.	X	X	X	X	X	X	X	X
Have the necessary knowledge and skills to analyze and synthesize the main areas of psychology.	X		X	X	X	X	X	X
Be competent in English and Turkish.	X				X		X	X
Use effective methods to present, share and discuss scientific information.			X	X	X	X	X	X
Be able to write scientific papers by using international manuals such as APA.				X	X			
Show courage and use the necessary skills to propose solutions to the problems of the world they live in.			X	X	X	X	X	X
Show courage and have necessary skills to propose solutions to the problems of their own life.			X	X	X	X	X	X
Have a positive attitude to statistics and be able to use common statistical software packages.								
Be able to plan and conduct research independently.						X	X	
Apply qualitative and/or quantitative methods depending on the nature and the scope of a given problem.						X	X	
Know the research methods and statistical procedures used in behavioral sciences.						X	X	
Use tools such as questionnaires, inventories, scales, and tests.			X		X	X	X	X
Apply psychological knowledge to other problem areas for community welfare.				X	X	X	X	X
Use theoretical and applied knowledge in accordance with ethical standards.			X	X	X	X	X	X