COMMUNITY COLLEGE OF ALLEGHENY COUNTY

COURSE NUMBER: PSY 215  COURSE TITLE: Organizational Psychology

SEMESTER CREDITS: 3 Credits  LECTURE HOURS: 6:00 PM – 9:00 PM
                     Sept 4 – Dec 11, 2003
                     Thursdays

PREREQUISITES: None  INSTRUCTOR: James M. Kuterbach, MA
(814) 769 – 6028    jkuterbach@ccac.edu

COURSE DISCRIPTION: A course in psychological principles to improve employee
performance. Emphasis is on developing organizational behaviors that produce
profitable results in business, social institutions and governmental agencies.

LEARNING OUTCOMES: Upon completion of this course, students should:
1) Have an understanding of the theories and application of motivational and leadership
   research in organizational psychology;
2) Have an understanding of the application of various legal rulings on supervisory
   behavior such as affirmative action, rights of those with disabilities, cultural diversity;
3) Develop individual strategies for handling work site dynamics and processes.

LISTED TOPICS:
History of industrial/organizational psychology; Psychological research methods;
Employee selection principles and techniques; Psychological testing, performance
appraisals; Training and development; Leadership, decision making; Motivation,
morale, job satisfaction, job involvement; Communication, perception, socialization,
group dynamics; Working conditions; Safety, violence, substance abuse, health in the
workplace; Stress; Computers and the workplace; Minorities, women, elderly,
physically and mentally challenged employees; Organizational ethics and
responsibilities; Cross-cultural organizations-globalization.

GRADING POLICY:
There will be three exams (2 mid-terms and a final exam) that will be worth 30 points
each towards your final grade. In addition, participation will add 10 points towards your
final grade (1st Mid-term=30%, 2nd Mid-term=30%, Final Exam=30%,
Participation=10%). Grades will be assigned as followed:
A= 100 – 90%
B=  89 – 80%
C=  79 – 70%
D=  69 – 60%
F=  <60%
ATTENDANCE POLICY:
Missing more than 2 classes will result in a letter grade reduction.

REFERENCE, RESOURCE OR LEARNING MATERIAL TO BE USED BY STUDENTS:
Assigned textbook (Effective Human Relations, 4th Ed.), classroom hand-outs, library resources

SYLLIBUS:


Sept 11, 2003 – Change and Resistance, Overcoming Resistance to Change, Quality of Life, Social Skills. – Chapter 2.


Sept 25, 2003 – Personality Theories, Personality in the Work Place, Self-concept, Measuring Interest and Aptitude. Strong-Campbell Interest Inventory. – Chapter 4


Oct 9, 2003 – 1st Mid-term (Chapters 1 – 5).

Oct 16, 2003 – Communications, Styles, Deception, Listening. – Chapter 6; Persuasion, Compliance, Individual Power, Organizational Politics, Ethics in the Workplace. – Chapter 7.


Oct 30, 2003 – Pro-social/Antisocial Behavior, Teamwork, Conflict. – Chapter 9; Who Becomes a Leader, Types of Leaders, Making Good Leaders. - Chapter 10 - Review for 2nd Mid-term.

Nov 6, 2003 – 2nd Mid-term (Chapters 6 – 10).

Nov 13, 2003 – Attitudes, Job Satisfaction, Feeling a Part of the Organization. – Chapter 11.


Nov 27, 2003 – Happy Thanksgiving – No Class.


Dec 11, 2003 – Final Exam (Chapters 11 – 15).