

School of Education / Psychological Counseling and Guidance (English)

2024 - 2025 Academic Year

INDUSTRIAL and ORGANIZATIONAL PSYCHOLOGY

Syllabus

Course Description					
Name	Code	Semester	T+A Hour	Credit	ECTS
INDUSTRIAL and ORGANIZATIONAL PSYCHOLOGY	PCG2114374	Fall Semester	2+0	2	4
Prerequisites Courses					
Recommended Elective Courses					
Language of Instruction	English				
Course Level	First Cycle (Bachelor's Degree)				
Course Type	Elective				
Course Coordinator	Assoc.Prof. Asude ÖZDEMİR				
Name of Lecturer(s)	Assoc.Prof. Zeynep Merve ÜNAL				
Assistant(s)					
Aim	This course aims to provide students with an understanding of the basic concepts and applications of Industrial and Organizational Psychology. In addition, the course aims to provide students with knowledge and experience on basic applications of job analysis, personnel needs analysis, personnel selection, performance appraisal, management of employee behavior, leadership, organizational management and conflict management in organizations. Upon successful completion of the course, students will have learned the basic theories and will be able to make basic applications that they may need while working in human resources departments.				
Course Content	This course contains; Introduction to I/O, Job analysis, job description, performance appraisal and employee selection, Employee Training, Theories of Motivation, Feelings About Work, Perception and individual decision making in organizations, Productive and counterproductive employee behaviors, Work groups and teams, Leadership and power, Organizational development and theory, Conflict and negotiation in organizations, Organizational change and stress management, Fairness and diversity in organizations.				
Course Learning Outcomes			Teaching Methods	Assessment Methods	
Explains the basic techniques and methods of job analysis, performance evaluation, recruitment.			10, 13, 14, 16, 19, 37, 9	A	
Explains the psychosocial factors that affect employees' motivation, mood, decision-making processes and productivity levels.			10, 13, 16, 19, 37, 9	A	
Explain the major theories about social structures, leadership and management in the workplace.			10, 13, 16, 19, 37, 9	A	
Explain the major theories and practices of conflict and stress management in the workplace.			10, 13, 16, 19, 37, 9	A	
Explain the main theories and legal responsibilities on equality, justice and inclusion in the workplace.			10, 13, 14, 19, 37, 9	A	
Teaching Methods	10: Discussion Method, 13: Case Study Method, 14: Self Study Method, 16: Question - Answer Technique, 19: Brainstorming Technique, 37: Computer-Internet Supported Instruction, 9: Lecture Method				
Assessment Methods	A: Traditional Written Exam				
Lecture Schedule					
Sequence	Topics	Preliminary Preparation			
1	Introduction to I/O	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
2	Job analysis, job description, performance appraisal and employee selection	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
3	Employee Training	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
4	Theories of Motivation	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
5	Feelings About Work	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
6	Perception and individual decision making in organizations	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
7	Productive and counterproductive employee behaviors	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
8	Work groups and teams	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
9	Leadership and power	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
10	Organizational development and theory	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
11	Conflict and negotiation in organizations	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
13	Organizational change and stress management	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
14	Fairness and diversity in organizations	Spector, P. E. (2012). Robbins, S. P., & Judge, T. A. (2013). ilgili bölümler			
Evaluation Methods		Weight(%)			
Midterm Exam		40			
General Exam		60			

Resources	
Spector, P. E. (2012). Industrial and organizational psychology: Research & practice (6th ed.). John Wiley and Sons Inc.	
Robbins, S. P., & Judge, T. A. (2013). Organizational behavior (15th ed.). Pearson Education Inc.	
Aamodt, M. G. (2010). Industrial/organizational psychology: An applied approach (6th ed.). Cengage Learning.	
Ones, D. S., Anderson, N., Viswesvaran, C., & Sinangil, H. K. (2017). The SAGE handbook of industrial, work & organizational psychology. (2nd ed., Vol. 1-2-3). SAGE Publications Ltd.	
Burns, J. M. (1978). Leadership (1st ed.). Open Road Media.	