

# Field Work in Industrial/Organizational Psychology

## PSYC 249

Fall 2025 Section 01 In Person 3 Unit(s) 08/20/2025 to 12/08/2025 Modified 08/21/2025

### Contact Information

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**Professor:** Jacquelyn Brady, Ph.D.

**Office:** DMH 320

**Drop in Hours:** TBD

**Course Time:** Tuesdays from 6:00 PM - 8:45 PM

**Course Location:** DMH 353

**Contact:** via email ([jacquelyn.brady@sjsu.edu](mailto:jacquelyn.brady@sjsu.edu)) and in-person

### Course Information

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There are two primary activities for this course.

First, students will present their internship experiences (i.e., project) in class. The purpose of this is two-fold. One, students in the class will learn about the variety of experiences available in the working world for I/O students, and second, this provides an opportunity to give a professional presentation, and therefore develop your skills in this area.

Second, students will set and evaluate SMART goals relating to their thesis each session to ensure they are making constant forward progress as they transition to the next phase of the I/O program.

### Course Description and Requisites

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Supervised experience applying psychological and organizational theory and practice in business, industrial and other organizational settings.

Prerequisite: Instructor consent.

CR/NC/I Graduate

## Classroom Protocols

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### Respect

My goals are to support and help students in learning and progressing in their careers and thesis in a way that maximizes skill development and learning, and can be applied to academic and professional careers. Thus, the environment of this classroom, while fun, must also be professional and respectful to foster a safe environment for learning. You are always expected to respect and be inclusive and courteous to one another, and this involves being an active listener. Furthermore, remember that the students in your class can and should be important parts of your professional network in the future. Everyone in this class should be treated with respect (including respecting their time with assignments, showing up on time, etc.). The quality of your professional network begins in the classroom. **Racism, bullying, harassment, and any other inappropriate behavior are unacceptable and will not be tolerated.**

### Class Cancellations

Classes may be canceled if the university is closed. Under such circumstances, the closure will be announced on the university website. Classes may also be canceled if the instructor is unable to attend. In that case, an announcement will either be posted on Canvas or made in person during class time. **Should a class need to be canceled, we will meet on a different Tuesday than was originally scheduled.**

## Program Information

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**Program learning outcomes (PLOs)** are skills and knowledge that students will have achieved upon completion of the MS in Industrial/Organization (I/O) Psychology degree. Each course in our curriculum contributes to one or more of these PLOs. The PLOs for the degree are:

1. Students of the program will acquire a base of knowledge about the principles of psychology as they are applied to industrial and organizational settings.
2. Students of the program will acquire a base of knowledge about the practice of I/O psychology by applying the concepts of I/O psychology to the functioning of organizations.

## Course Learning Outcomes (CLOs)

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CLO 1: Articulate professional experiences to improve ability to present in professional settings.

CLO 2: Utilize learned experiences of others to better understand your work related interests.

CLO 3: Develop good listening skills to enhance your interpersonal workplace skills.

CLO 4: Develop and improve strategies on how to make progress on challenging goals in a less structured environment

## Course Materials

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There are no required textbooks for this course.

## Course Requirements and Assignments

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You must earn credit for 4 overarching things to get credit in the course.

We will meet six times during the semester during which time 2-3 students will present and we will complete activities. There are three requirements of the course that will take place during each session.

1. Each student is required to present one time.
2. Students are expected to be good, and active listeners during every presentation and earn credit for doing so.
3. Finally, following presentations, students will complete SMART goal activities for their thesis.

Additionally,

4. Submit required program internship documentation (described below and in MS I/O handbook)

Students not completing any of the above aspects will have an I in the course until these requirements are met (i.e., via alternative assignments or submission of documents).

### Internship Presentation

Students will present their internship experiences in PowerPoint slides. They can organize PowerPoint slides in any way they like. As an example, they might include (a) the introduction of the organization (e.g., type of business, mission, values, size, structure), (b) type of project they are doing/have done (e.g., the nature of project, what was/is done), and (c) your experience (e.g., what you learned, like/dislike, pros/cons). If students do not have an internship yet, they will present their thesis idea in PowerPoint slides.

### Presentation Presence Credit

To develop skills related to CLO 3, during each session students are expected to be present, active/good listeners (not talking, listening with intention, not distracted by external tools), and off of electronics during every presentation. Each session students earn credit for this. If a student violates any of the above during a presentation given, they will not earn credit for the day. An alternative assignment to make up un-earned credit for this portion of this is posted on the course website.

# Thesis Goals: SMARTer goals

Each week you will develop at least 1 SMART goal about your thesis. After your first SMART goal, you will evaluate your SMART goal and determine whether you effectively completed it, and why (i.e., was it too easy? Was it too challenging to actually complete? What would you do differently to be more effective?). You will then create either a SMARTer goal or a new SMART goal.

## Internship Forms Completed

Students must submit all of the internship-related paperwork (i.e., intake form, end of the internship form, supervisor evaluation) discussed in the I/O student handbook prior to receiving credit for the course.

## ✓ Grading Information

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### Earning Credit

This is a credit/no credit course, and presence in class is required to complete the assignments. Attendance is therefore mandatory. Students who do not complete class assignments (including alternative presence or alternative missed class assignments - see below) will receive an Incomplete for the course. Students also do not receive credit for the course until they have submitted all of the internship-related paperwork (i.e., intake form, end of the internship form, supervisor evaluation) discussed in the I/O student handbook.

### Alternative Missed Class Assignments

If an emergency arises and a student is unable to attend the class, they must complete an alternative assignment. The alternative assignment will consist of 3 tasks. 1) Complete the alternative assignment for presentation presence credit. 2) The student will complete the SMART goal assignment for the week 3) the student will read a 15 – 20 page journal article and write a 3 - 4 page summary about the article, including 2-3 strengths, 2-3 weaknesses and recommendations for how to fix these weaknesses. Each student has to have a different journal article. Alternative assignments are due by the end of the semester (Dec. 2, 2025).

### Academic Honesty

You are held to the highest standard of academic honesty. Academic dishonesty is unacceptable and not tolerated in this course. AI is not permitted to be used in any way for this course unless express permission is granted, therefore use of AI without permission is considered cheating and will be treated as such. Cheating, plagiarism, and other forms of academic misconduct will be followed up with the rigorous pursuit of disciplinary action. Any incident of academic dishonesty will be immediately reported to the Office of Student Conduct and Ethical Development (SCED) and students may appeal any accusations of academic dishonesty through SCED. Additionally, any plagiarized assignments or incidences of cheating result in an automatic 0 for the assignment. Writing assignments are checked for plagiarism by TurnItIn on Canvas. If an incident of academic dishonesty is particularly egregious, you may receive an automatic NC in the course.

## Late Assignments

Late assignments will be accepted if there is a compelling reason for late submission (e.g., documented illness of yourself or the person you are caring for or an emergency), and no points will be deducted. In that case, you must contact me **before** the due date unless this is not possible (i.e., emergency). You will be given an opportunity to complete and submit either the original assignment or an adjusted assignment with a revised due date if possible. Note the deadlines in the class syllabus and plan accordingly. Extra credit is not offered.

## University Policies

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Per [University Policy S16-9 \(PDF\)](http://www.sjsu.edu/senate/docs/S16-9.pdf) (<http://www.sjsu.edu/senate/docs/S16-9.pdf>), relevant university policy concerning all courses, such as student responsibilities, academic integrity, accommodations, dropping and adding, consent for recording of class, etc. and available student services (e.g. learning assistance, counseling, and other resources) are listed on the [Syllabus Information](https://www.sjsu.edu/curriculum/courses/syllabus-info.php) (<https://www.sjsu.edu/curriculum/courses/syllabus-info.php>) web page. Make sure to visit this page to review and be aware of these university policies and resources.

## Course Schedule

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Date	Topic
8/26	Introduction, Sign-Ups & Goal Setting on Thesis
9/16	Internship Experience Presentation/Goal Setting on Thesis Evaluation and Revisions
10/7	Internship Experience Presentation/Goal Setting on Thesis Evaluation and Revisions
10/28	Internship Experience Presentation/Goal Setting on Thesis Evaluation and Revisions
11/18	Internship Experience Presentation/Goal Setting on Thesis Evaluation and Revisions

Date	Topic
12/2	Internship Experience Presentation/Goal Setting on Thesis Evaluation and Revisions