

Seminar in Industrial and Organizational Psychology

PSYC 270

Fall 2025 Section 01 In Person 3 Unit(s) 08/20/2025 to 12/08/2025 Modified 08/22/2025

Contact Information

Professor: Jacquelyn Brady, Ph.D.

Office: DMH 320

Drop in Hours: TBD

Course Time: Mondays from 12:00 PM - 2:45 PM

Course Location: DMH 308

Course Description and Requisites

Psychological theory, research and practice in organizations. Topics emphasized include motivation, job satisfaction, communication, leadership, group processes, decision-making, conflict, cooperation, power and organization development and change.

Prerequisite: Instructor consent.

Notes: MS I/O program priority. This course satisfies graduate-level GVAR in this master's program.

Letter Graded

Classroom Protocols

Respect

My goals are to support and help students learn the course material in a way that maximizes 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, you will work in groups, and I ask you to 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.

This course covers a broad range of exciting topics and I expect that there will be differing perspectives throughout activities and/or discussions, just as there are in the scientific community. In fact, **you are encouraged to critically assess course materials, and your own and others' ideas.** This is part of the critical scientific thinking process that advances understanding. It is important to recognize the value that diverse perspectives bring to the discussion in your critical evaluations, and to ensure you are contributing and evaluating ideas presented rather than people. **Racism, bullying, harassment, and any other inappropriate behavior are unacceptable and will not be tolerated.**

Academic Honesty

You are held to the highest standard of academic honesty. Academic dishonesty is unacceptable and not tolerated in this course. 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 F 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. Note the deadlines in the class syllabus and plan accordingly. Extra credit is not offered.

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.

Program Information

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 Goals

I/O Psychology has two primary components: 'I' and 'O'. This course will cover the 'I' side and present an in-depth introduction to personnel psychology. We'll discuss topics of interest to researchers and practitioners in this field. I/O Psychology is based upon the scientist-practitioner model, and thus, all practitioners should understand and incorporate current scientific understandings into their work (and vice-versa!). Thus, the ultimate goal of this course is to integrate a traditional textbook approach with practice. In other words, students will work on mastering the ability to understand and synthesize important information gleaned from textbooks and scholarly articles and subsequently apply that information to the 'real world'.

Course Learning Outcomes (CLOs)

Upon successful completion of this course, students will be able to:

CLO1: Identify the key concepts and theories central to Organizational Psychology (Lectures, readings, and discussion)

CLO2: Evaluate and troubleshoot organizational challenges (group project, discussions)

CLO3: Apply organizational theory and research to solve organizational issues (group project, exam, discussions)

CLO4: Synthesize materials and evidence to clearly write and discuss theoretical and practical problems (literature review, essay exam, discussion leader, discussions)

CLO5: Develop teamwork skills (group projects, discussion leader)

Course Materials

Book: Information will be provided in class for how to obtain the textbook.

Truxillo, D. M., Bauer, T. N., & Erdogan, B. (2021). *Psychology and work: An introduction to industrial and organizational psychology*. Routledge.

Scholarly articles: These can be found via Google Scholar and the SJSU Library, though sometimes they are posted on Canvas as well.

Additional course materials, such as assignments, will be provided on Canvas at <http://sjsu.instructure.com>. For help with using Canvas see the Canvas Student Resources page (http://www.sjsu.edu/ecampus/teaching-tools/canvas/student_resources)

Course Requirements and Assignments

SJSU classes are designed such that in order to be successful, it is expected that students will spend a minimum of forty- five hours for each unit of credit (normally three hours per unit per week), including preparing for class, participating in course activities, completing assignments, and so on. More details about student workload can be found in University Policy S12-3 at <http://www.sjsu.edu/senate/docs/S12-3.pdf>

Participation (7%)

Participation at the graduate level is critical for your and your peers' learning, thus expectations at the graduate level are high and are reflected as such via the point allotment. I do not expect anyone to be an expert in the material or have the right answers to thought questions. Still, I do expect you to put forth effort and engagement in the course to support the classroom as a collaborative learning environment where we can all focus on the material and understand it.

Given that you are all professionals, I fully expect all students to participate to their maximum ability in all assignments (individual and team), readings, and discussions.

Participation points are only lost under circumstances where infractions occur. Several types of infractions may result in a point loss and I provide just a few examples here: a) this class meets only 1x a week, thus arriving late or not attending sessions will have a serious impact on your ability to meaningfully contribute to class discussion, b) failure to regularly speak up when questions are posed to the class, c) a lack of timely preparation for discussions (i.e. by completing assigned readings) or for team activities (not effectively completing your assigned parts in time for group meetings) is equivalent to a lack of participation, d) serious disruptions to the classroom that undermine the learning environment, and/or e) a lack of collegiality.

Note that not all infractions are equal. The type of infraction and typical student behavior will change the number of points deducted. For example, a student who is always collegial and shows up ready to contribute but has an off day (i.e., doesn't speak up during class, or fails to post one discussion question) may not incur a point loss at all. On the other hand, a student who has a serious infraction or multiple types or incidences of infractions may receive a zero on participation.

Please also note that if a lack of participation occurs on a major assignment (i.e., not helping to conduct the employee interviews/writing on the group project), participation will be affected along with the overall possible score on the project.

Discussion Posts (8%)

There will be 8 weeks where you are required first complete assigned readings, and then post questions on the discussion board. Your questions must be posted at least two days before class occurs for the discussion facilitators to be able to use them to organize their discussion facilitation session. Failure to post your questions on time will result in a loss of points for the week.

Skill Building Activities and Assignments (10%)

Skill-building exercises or topic-based activities will be provided during our meetings and/or as homework assignments. The type of exercises and activities will vary, some will be individual based while others will be group activities. Many of these exercises are designed to give you a brief, applied experience in applying course content and decision-making. For example, you may be asked to respond to a hypothetical organizational issue as an internal HR consultant. Other assignments will be more open-ended, for example, some weeks you will be responsible for individual reflections. Assignments completed during class are generally due at the end of class unless otherwise noted, while homework due dates will vary depending on the assignment. Failure to submit assignments that are of appropriate graduate-level quality will result in a 0 for the assignment.

Discussion Facilitator (15%)

This is a seminar course, which means there needs to be insightful discussion about readings and topics. Part of being an I/O student means that you need to develop critical evaluation skills related to research, and become confident in guiding the conversation around given organizational topics (you will be the expert in your jobs!). There is no better way to do that than to become the "teacher" or the "expert". Thus, part of this class will require you to become an expert on a class topic before the class, and facilitate a discussion that 1. Presents a new empirical article from a high-impact journal, 2. Plans a discussion geared towards advancing student understanding of the topic in terms of and beyond the readings and my lecture. You should include student discussion questions, and plan to facilitate among the whole group. You will work as part of a team to complete this assignment (~ 2 people per discussion lead). I highly recommend you sign up for a topic that you will also consider for your literature review.

Exam (17.5%)

There will be 1 essay-style exam completed during class. The exam will be open-book and note, but be sure to take the time to study for the exam, as the questions will be applied questions and therefore you will have to respond drawing on established content knowledge. This means that you will need to carefully consider and properly apply course concepts to get full credit for exam questions. You may not work together on the exam. You may not use AI for any purpose on the Exam. You may not use Google or any materials not approved to assist in the exam. You may use: Google scholar or the SJSU Library website to find and use research articles. You may use the book, my slides, and your personal notes (no one else's). Working together or using any resources not expressly allowed will constitute cheating and you will receive a 0 for the assignment. If you are unsure about whether a resource is allowed, you should message me directly prior to using it.

Literature Review (17.5%)

You will be asked to conduct a literature review on a topic of your interest in the field of Organizational Psychology. This review paper needs to be done individually. Your literature review should be an original paper (i.e., not written for another class taken during the same semester). Your paper must be typed, double-spaced, and in standard American Psychological Association (APA) format (7th ed.) (refer to the Publication Manual for details, paying attention to Ch . 2 Paper Elements and Format). The paper should be 12-15 pages long. The paper should not exceed 15 pages. This paper will fulfill the **writing competency requirement for the Master's degree** (see Graduate Student Handbook or Graduate Studies website for details).

Group Project Presentation and Report (25%)

An essential component of Industrial and Organizational Psychology is taking information gathered from empirical studies and applying it to workplace settings to improve the workplace. You will be divided into a small number of teams (3 ~ 4 people in each team), and each team will conduct an organizational assessment at a local organization. The team will be responsible for all the tasks associated with conducting an organizational assessment. The main tasks are as follows: (1) conducting interviews with a small number of employees (about 5 people) to address critical issues at the organization that are related to the topics covered in class, (2) analyzing their responses, (3) summarizing findings in a written report, (4) presenting them to the class in PP slides.

Detailed instructions for the exam, activities, and projects will be provided on Canvas.

✓ Grading Information

Grading Breakdown

Assignment	Points	% of Grade
Participation	14	7%
Discussion Questions	16	8%
Skill-building activities	25	12.5%
Discussion Lead	30	15%
Exam	30	15%
Literature Review	35	17.5%
Group Project Report and Presentation	50	25%
Total	200	100%

Final Letter Grade

A plus = none	A = 94 - 100%	A minus = 90 - 93.99%
B plus = 87 to 89.99%	B = 83 to 86.99%	B minus = 80 to 82.99%
C plus = 77 to 79.99%	C = 73 to 76.99%	C minus = 70 to 72.99%

D plus = 67 to 69.99%	D = 63 to 66.99%	D minus = 60 to 62.99%
F = Less than 60%		

University Policies

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

The following is a *tentative* course schedule. There may be changes to topics, readings, due dates, and activities throughout the term. When changes are made, an announcement will be made either in class or via Canvas. **Bold** represents a significant assignment due date.

Date	Topics and Major Assignments
Week 1 8/25	Introduction: Organizational Psychology, Systems, & Levels, Research Methods, Theory, and Research Contributions
Week 2 9/1	No School, Labor Day
Week 3 9/8	Brief Overview of Leadership, Teams, Training and OHP/Details on course projects.
Week 4 9/15	Organizational Entry (onboarding, fit, mentoring, socialization)
Week 5 9/22	Productive and Counterproductive Behaviors (outcomes)

Week 6 9/29	Personality
Week 7 10/6	Job Attitudes, Affect, & Decision Making
Week 8 10/13	Motivation
Week 9 10/20	Motivation
Week 10 10/27	DEI, Self, & Identity
Week 11 11/3	Organizational Climate and Culture
Week 12 11/10	Lit Review Due Before Class -- Exam Prep
Week 13 11/17	Exam
Week 14 11/24	Group Projects Time
Week 15 12/1	Group Projects Time
Week 16 12/8	Group Project Report Due

FINAS: Dec
12 (FRIDAY)

Group Project Presentations