

Course Profile – Psychology Department	
Course Number: PSY 360	Course Title: Introduction to Industrial Psychology
Required/Elective: Elective	Pre/Co-requisites: PSY 101
Catalog Description: Application of the social psychological approach to individual work behavior. Effects of management approaches to organizational processes that promote productivity and work satisfaction, work motivation and change. Discussion on the learning behavior of managers and the roles of psychologists.	Textbook/Required material: Aamodt, M.G. (2009). Industrial/Organizational Psychology Wadsworth Publishing; 6 edition. Silverthorne C.P. (2005). Organizational Psychology in Cross Cultural Perspective NYU Press.
Course Structure/Schedule: (3+0+0) 3 / 6 ECTS	
<p>Extended Description:</p> <p>Industrial and Organizational Psychology Industrial-organizational psychologists contribute to an organization's success by improving the performance and well-being of its people. An I-O psychologist researches and identifies how behaviors and attitudes can be improved through hiring practices, training programs, and feedback systems.</p> <ul style="list-style-type: none"> • Topics in industrial-organizational psychology <ul style="list-style-type: none"> ○ Job analysis ○ Personnel recruitment and selection ○ Performance appraisal/management ○ Individual assessment and psychometrics ○ Compensation ○ Training and training evaluation ○ Motivation in the Workplace ○ Organizational Culture ○ Group Behavior ○ Team Effectiveness ○ Job satisfaction and commitment ○ Counterproductive Behavior ○ Leadership 	
Design content: none	Computer usage: none
<p>Course Outcomes:</p> <ol style="list-style-type: none"> 1. Define the basic concepts of industrial psychology, (1) 2. Describe the the processes that underlie work behavior, organizational management, productivity, work satisfaction, motivation, (4) (5) 3. Describe the roles of managers and psychologists. (5) <p>(1) Examine and compare different concepts in the sub-areas of psychology. (written exam).</p> <p>(4) Apply analytical and critical thinking skills to selected topics in the various fields of psychology (take-home exam or paper).</p> <p>(5) Discuss and criticise ethical issues in psychological research, program development-evaluation and professional implementations (paper or report).</p>	

Reccomended Reading	
Spector, P.E. (2008). Industrial and Organizational Psychology: Research and Practice Wiley; 5 edition.	
Ergin, C. (2006). İnsan Kaynakları Yönetimi: Psikolojik Bir Yaklaşım, Ankara, Elma Yayınları.	
Teaching Methods : Lecture with slides, class discussions, visits to firms	
Assessment Methods: Written exam, take-home exam, quiz,	
Student workload.	
Preparatory reading.....	40...hr.
Lectures.....	70.. hrs.
Pre-reading	40....hr.
TOTAL.....	150..hrs.....to match 25x6 ECTS