SS4719: INTRODUCTION TO INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

Effective Term
Semester A 2022/23

Part I Course Overview

Course Title
Introduction to Industrial and Organizational Psychology

Subject Code
SS - Social and Behavioural Sciences
Course Number
4719

Academic Unit
Social and Behavioural Sciences (SS)

College/School
College of Liberal Arts and Social Sciences (CH)

Course Duration
One Semester

Credit Units
3

Level
B1, B2, B3, B4 - Bachelor's Degree

Medium of Instruction
English

Medium of Assessment
English

Prerequisites
SS2028 Basic Psychology II; and SS3708 Design and Analysis for Psychological Research II; and SS3714 Social Psychology

Precursors
Nil

Equivalent Courses
Nil

Exclusive Courses
Nil

Part II Course Details

Abstract

This course aims to provide an overview of the domain of industrial and organizational psychology. The goals for the course are to help students acquire an understanding of the subject matter of the field, of career options, and to engage in a discovery process to generate creative solutions to issues and problems in the workplace with reference to the concepts and methods in behaviour at work.

Course Intended Learning Outcomes (CILOs)

	CILOs	Weighting (if app.)	DEC-A1	DEC-A2	DEC-A3
1	Understand the nature and research methods of industrial and organizational psychology;	10			
2	Apply the psychological concepts and interventions as related to individuals, jobs, work group and organizations in analysis of issues and problems in industrial/organizational psychology;	40	x		
3	Devise creative strategies on how the assessments and interventions of I/O psychologists can enhance organization effectiveness and discover how to learn from psychological assessment to enhance self-development at work; and	40	x	x	
4	Evaluate critically professional and ethical issues in the practice of I/O psychology.	10			

A1: Attitude
Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2: Ability
Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

A3: Accomplishments
Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

Teaching and Learning Activities (TLAs)

	TLAs	Brief Description	CILO No.	Hours/week (if applicable)
1	Lecture	An overview of the concepts of the theories of industrial and organizational psychology will be presented to facilitate the understanding and application of I/O concepts. Interactive exercises, discussions and other class activities will be applied to engage the class in applying related concepts and its evaluation.	1, 2, 3, 4	
2	Case Studies	I/O cases will be discussed, analysed and reflected upon by students. Students will be facilitated to devise and generate creative solutions and new ideas to the cases.	2, 3, 4	
3	Experiential Learning Workshops	Students will participate in experiential learning exercises to devise strategies to workplace problems/ issues and discover from psychological assessments as a pathway to self-development at work.	2, 3, 4	
4	Group Project	Students will submit a project in groups by employing psychological methods of investigation to an issue or a problem in a specific area of Industrial/organizational psychology, with an emphasis on generating creative solutions to issues/problems at work.	2, 3	

Assessment Tasks / Activities (ATs)

	ATs	CILO No.	Weighting (%)	Remarks (e.g. Parameter for GenAI use)
1	Examination			
2	Participation and Reflection/Discussion Paper	1, 3, 4	25	
3	I/O Project	2, 3	35	

Continuous Assessment (%)

60

Examination (%)

40

Examination Duration (Hours)

2

Assessment Rubrics (AR)

Assessment Task

Examination

Criterion

Ability to understand the nature and research methods of industrial and organizational psychology.

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Assessment Task

Examination

Criterion

Ability to understand the concepts of industrial and organizational psychology.

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)
Moderate

Marginal (D)
Basic

Failure (F)
Not even reaching marginal levels

Assessment Task
Examination

Criterion
Ability to apply, analyse and evaluate I/O concepts in work context

Excellent (A+, A, A-)
High

Good (B+, B, B-)
Significant

Fair (C+, C, C-)
Moderate

Marginal (D)
Basic

Failure (F)
Not even reaching marginal levels

Assessment Task
Participation and Reflection/Discussion Paper

Criterion
Ability to critical evaluation of professional and ethical issues in the practice of I/O psychology.

Excellent (A+, A, A-)
High

Good (B+, B, B-)
Significant

Fair (C+, C, C-)
Moderate

Marginal (D)
Basic

Failure (F)
Not even reaching marginal levels

Assessment Task
Participation and Reflection/Discussion Paper

Criterion
Ability to learn from IO assessments and interventions.

Excellent (A+, A, A-)
High

Good (B+, B, B-)
Significant

Fair (C+, C, C-)
Moderate

Marginal (D)
Basic

Failure (F)
Not even reaching marginal levels

Assessment Task
Participation and Reflection/Discussion Paper

Criterion
Ability to apply, analyse and evaluate I/O concepts in work context.

Excellent (A+, A, A-)
High

Good (B+, B, B-)
Significant

Fair (C+, C, C-)
Moderate

Marginal (D)
Basic

Failure (F)
Not even reaching marginal levels

Assessment Task
I/O Project

Criterion
Ability to apply, analyse and evaluate I/O concepts in work context.

Excellent (A+, A, A-)
High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Assessment Task

I/O Project

Criterion

Ability to devise strategies for and learn from IO assessments and interventions.

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Part III Other Information

Keyword Syllabus

1. Introduction
- The development and professional area of I/O Psychology
- Research and Practice of I/O Psychology

2. Job Analysis
- The job analysis method and its application in organizations

3. Performance Appraisal
- Nature, methods and issues of performance appraisals

4. Testing and Assessment
- The application of psychological testing and assessment in organizations

5. Employee selection
- The tools, applications and issues of employee personnel selection

6. Training and Development
- The design, method, delivery and evaluation and staff training and development

7. Job attitude and emotions at work

- Job satisfaction, organization commitment, psychological contract and emotional labour

8. Stress and Well-being at work
- Work related stress and coping, organizational interventional psychological well-being

9. Group process and work teams
- Group decision-making, work teams and team performance, interventions with groups

10. Leadership
- Leadership theories application and evaluation; transformational leadership

Reading List

Compulsory Readings

	Title
1	Riggio, R. E. (2012). Introduction to industrial/organizational psychology, 6th edition. Upper Saddle River, NJ: Pearson.
2	Arnold, J., Randall, R., Patterson F., Silvester, J., Robertson, I. T., Cooper, C. L., Burnes, B., Harris, D., Axtell, C., & Hartog, D. D. (2010). Work psychology: Understanding human behaviour in the workplace (5th ed.). Harlow, England: Financial Times Prentice Hall.

Additional Readings

	Title
1	Professional AssociationsDivision of Industrial-Organizational Psychology, Hong Kong Psychological Societyhttp://www.diop.hkps.org.hk/Society for Industrial and Organizational Psychology, American Psychological Society http://www.siop.org/Division of Occupational Psychology (DOP) of the British Psychological Society (BPS)http://www.bps.org.uk/dop/dop_home.cfmThe European Association of Work and Organizational Psychology (EAWOP)http://www.eawop.org/web/Hong Kong Institute of Human Resource Management http://www.hkihrm.org/ihrm_eng/index.asp
2	Psychological Testing and Assessment at Work World of Work Maphttp://www.geocities.com/DAVETGC/Worldwork.htmhttp://www.act.org/wwm/about.htmlSample selection testshttp://www.shldirect.com/http://money.guardian.co.uk/work/psychometrics/0,1456,589733,00.html
3	Understanding the World of WorkO’NET.http://online.onetcenter.org/Hong Kong’s Major Service and Manufacturing Industries at:http://www.tdctrade.com/main/si/servicei.htmhttp://www.tdctrade.com/main/industries/industry.htmHong Kong’s industries and occupation as classified by Labour Department:http://www.jobs.gov.hk/eng/jobseeker/enquiry/js_srch_type.asp?SearchType=IND&JobPropProfessional Associations in Hong Konghttp://www.hku.hk/cepc/NEW/forstudent/proasso.html