

SYLLABUS
FACULTY OF SCIENCES & ARTS

Course Code	Course Title		Credits	ECTS Value
PSY 470	INDUSTRIAL PSYCHOLOGY		3 (3-0-3)	6
Prerequisite Courses:	None			
Course Language:	English	Course Delivery Mode:	Face to face	
Course Type and Level:	Elective/4th Grade/Spring Term			
Instructor's Title, Name, and Surname		Course Hours	Office Hours	Contact
Ayşe Şenay KOÇ, PhD		Thursdays 10:00-12:20	Tuesdays 14:00- 16:00	aysezenaykoc @cag.edu.tr
Course Coordinator:	---			
Course Objectives: The course aims to familiarize students with the theoretical foundations and practical applications of industrial and organizational psychology. It seeks to equip students with the knowledge and analytical skills to evaluate workplace behavior, enhance employee well-being, and design effective human resource practices. By integrating theory and research with real-world cases, the course develops students' ability to apply psychological principles to recruitment, training, motivation, performance management, and organizational change. Ultimately, the course promotes an understanding of how evidence-based psychology contributes to building productive, ethical, and psychologically healthy workplaces.				
Course Learning Outcomes	Upon successful completion of this course, the student will be able to;		Relations	
			Program Outcomes	Net Contribution
	1	Explain the foundational concepts, history, and ethical principles of industrial and organizational psychology.	1, 4, 12, 13	5, 4, 4, 3
	2	Apply research methods and psychometric principles to job analysis, personnel selection, and performance evaluation.	3, 5, 6, 14	4, 4, 5, 4
	3	Analyze how motivation, satisfaction, and individual differences influence job performance and organizational outcomes.	2, 4, 9, 11	4, 4, 3, 3
	4	Design evidence-based interventions for training, development, and performance improvement.	5, 11, 14	4, 4, 5
	5	Evaluate factors contributing to workplace stress, burnout, and employee well-being.	2, 4, 12, 13	4, 4, 4, 3
	6	Interpret the dynamics of leadership, communication, and group behavior within organizational settings.	4, 9, 11, 12	4, 4, 4, 3
7	Assess contemporary trends shaping the future of work and propose innovative solutions to organizational challenges.	11, 13, 14	4, 5, 5	
Course Content:	This course provides a comprehensive understanding of human behavior in work settings through the study of industrial and organizational (I/O) psychology. Students will explore the scientific principles and applied methods used to improve individual, group, and organizational performance. The course emphasizes job analysis, personnel selection, performance appraisal, motivation, leadership, and organizational culture, with special			

attention to the ethical and psychosocial factors shaping modern workplaces. It also examines how technological innovation, globalization, and hybrid work models are redefining employee experience and organizational structures.

As a certified course, students must meet the following requisites:

- Completion of 5 pop quizzes during the semester
- Submission of 2 reflection papers (topic-based or case-based)
- Attendance of at least 80% of class sessions
- Achievement of an overall course average of 80 or higher

Course Schedule (Weekly Plan)

Week	Topic	Preparation	Teaching Methods and Techniques
1	Introduction to Industrial Psychology	Review course syllabus and overview of I/O psychology	Lecture, discussion
2	Research Methods in I/O Psychology	Read chapter on experimental, survey, and correlational methods	Lecture, case examples, small group discussion
3	Job Analysis and Competency Modeling	Review job description and competency framework examples (Quiz 1)	Lecture, group activity, applied exercise
4	Employee Selection and Assessment	Read materials on selection tools, validity, and reliability (Quiz 2)	Lecture, demonstration, analysis of sample tests
5	Training and Development	Review learning theories and instructional design principles	Lecture, role play, applied workshop
6	Performance Appraisal and Feedback	Read chapter on appraisal systems and bias in evaluation (Quiz 3)	Lecture, class debate, practice feedback scenarios
7	Work Motivation	Read theories of motivation (Maslow, Herzberg, Vroom, Deci & Ryan) (Assignment 1)	Lecture, interactive discussion, applied analysis
8	Midterm Exam	---	---
9	Midterm Exam	---	---
10	Positive Employee Attitudes and Job Satisfaction	Read materials on organizational commitment and engagement	Lecture, case analysis, discussion
11	Workplace Stress and Burnout	Read articles on occupational stress and coping models (Quiz 4)	Lecture, guided reflection, problem-solving activity
12	Group Dynamics and Workplace Communication	Review group processes, team effectiveness, and communication styles	Lecture, group simulation, peer discussion
13	Leadership in Organizations	Read trait, behavioral, and transformational leadership theories	Lecture, case study, discussion
14	Organizational Culture and Change	Review cultural models and change management frameworks (Quiz 5)	Lecture, video analysis, group brainstorming

15	Influence, Power, and Workplace Politics	Read section on social influence, organizational politics, and ethics	Lecture, debate, applied analysis
16	Future Trends in Industrial Psychology	Review readings on AI, remote work, and sustainable HR practices (Assignment 2)	Lecture, interactive seminar, synthesis discussion
17	Final Exam	---	---
18	Final Exam	---	---

Course Resources

Textbook:	Riggio, R. E., & Johnson, S. K. (2022). <i>Introduction to Industrial/Organizational Psychology</i> (8th Edition). Routledge.
Recommended References:	<p>Arnold, J., Randall, R., Patterson, F., Silvester, J., & Robertson, I. (2016). <i>Work Psychology: Understanding Human Behaviour in the Workplace</i> (6th ed.). Harlow: Pearson Education.</p> <p>Robbins, S. P., & Judge, T. A. (2022). <i>Organizational Behavior</i> (19th ed.). New York, NY: Pearson Education.</p> <p>Landy, F. J., & Conte, J. M. (2019). <i>Work in the 21st Century: An Introduction to Industrial and Organizational Psychology</i> (6th ed.). Hoboken, NJ: Wiley.</p> <p>Spector, P. E. (2021). <i>Industrial and Organizational Psychology: Research and Practice</i> (8th ed.). Hoboken, NJ: Wiley.</p> <p>Aamodt, M. G. (2023). <i>Industrial/Organizational Psychology: An Applied Approach</i> (10th ed.). Boston, MA: Cengage Learning.</p>

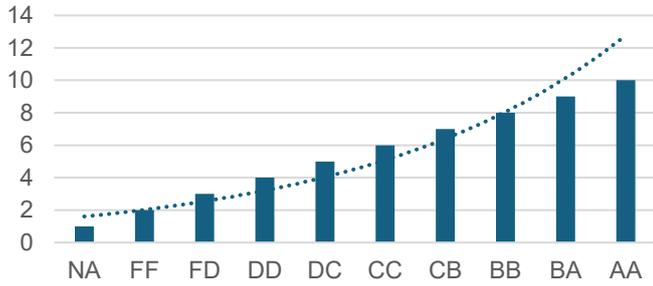
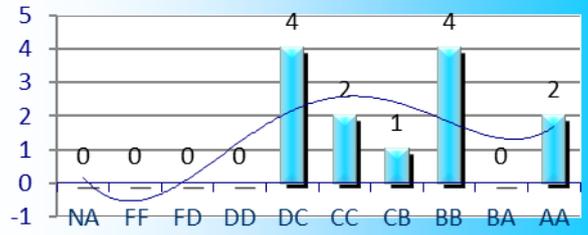
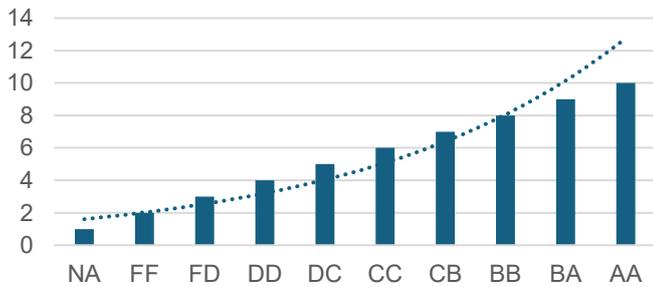
Course Assessment and Evaluation

Activities	Number	Percentile	Notes
Midterm Exam	1	20%	A written exam administered in the middle of the semester, designed to measure knowledge and understanding of the topics covered up to that point.
Pop Quiz	5	15%	A short assessment activity consisting of multiple-choice questions.
Assignment	2	15%	A short-written assignment in which the student reflects on experiences, concepts, and personal views gained during the course with a critical perspective.
Presentation	---	---	---
Portfolio	---	---	---
Final	1	50%	A comprehensive exam covering all course topics.

ECTS Table

Content	Number	Hours	Total
Course Duration	14	3	42
Out-of-Class Study	14	3	42
Assignment	2	10	20
Pop Quiz	5	5	25
Project	---	---	---
Midterm Exam (Midterm Exam Duration + Midterm Exam Preparation)	1	20	20
Final Exam (Final Exam Duration + Final Exam Preparation)	1	30	30
Total:			179

	Total / 30:	179÷30=5,9≈6
	ECTS Credit:	6

Past Term Achievements
2024-2025 Fall Semester
 Course Code and Name

2024-2025 SPRING SEMESTER
PSY 470-INDUSTRIAL PSYCHOLOGY

2025-2026 Fall Semester
 Course Code and Name

2025-2026 Spring Semester
 Course Code and Name
