



LEAD CITY UNIVERSITY
Faculty of Social and Management Sciences
Department of Sociology and Psychology

COURSE PARTICULARS

Course Code: PSY 213
Course Title: Industrial Psychology
No. of Units: 3
Status: Compulsory

LECTURER DETAILS

Name: Floretta Akingbade
Qualifications: PhD Social Psychology
Phone: 0803 323 4042
Email: retta_akingbade@yahoo.com
Area of Specialization: Women's Response to Conflict Stereotypical Perceptions and discriminatory practices towards women; Reproductive Health Research

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COURSE DESCRIPTION

Industrial psychology is a discipline of psychology that applies psychological principles and theories to studying people in the workplace. Major areas of interest include employee productivity and well-being. The discipline has two aspects. The "industrial" aspect deals with human resource functions such as analyzing jobs, employee performance and appraisal, selection, placement and training. The organizational aspect deals with the social and psychological aspect of work such as employee attitudes, behavior, emotions, health, motivation and leadership

COURSE OBJECTIVES

To introduce students to the following:

- The discipline of Industrial-Occupational (I-O) Psychology
- Core themes in I-O Psychology
- Methods, Practice and Research in I-O Psychology
- Enhance students' analytical and discussion skills

COURSE ASSESSMENT

- Class Attendance: 5 Marks
- Tests and Assignment: 25 Marks

- Final Examination: 70 Marks

LECTURE PLAN

Week	Topic
Week 1	Overview of Industrial/Organizational Psychology
Week 2	Job Analysis and the Selection Process
Week 3	Psychometrics and Psychological Testing
Week 4	Performance Analysis, Training and Development
Week 5	Teamwork and Decision Making
Week 6	Burnout and Leisure
Week 7	Innovation in the workplace
Week 8	Employee relations and Motivation
Week 9	Emotions in organizational Behavior
Week 10	Stress and The Work Environment
Week 11	Test
Week 12	Revision and Wrap Up

READING LIST

Udegbe, B., Balogun S.K., Osinowo, H. & Sunmola G. (eds.). (1999). *Psychology: Perspectives in Human Behavior* (Revised and Enlarged Edition) Ibadan, Kraftbooks

TUTORIAL QUESTIONS

1. What is a psychological contract and how can it affect people's motivation at work? Can an organization be party to a psychological contract?
2. Soft Skills is a critical management issue: Discuss, with examples what soft skills are and why they are essential to organizations
3. A team has been identified as making poor decisions, losing the organization money. As an organizational psychologist, what would be your suggestions to make the team more effective?
4. What is your understanding of burnout and Leisure in industrial/organizational psychology?
5. Distinguish between creativity and innovation; where does innovation take place? How does it challenge the organization and what are the considerations? How can organizations use crowdsourcing to foster innovation?

6. What is meant by reliability and validity, and how are they relevant in industrial psychology? explain the various types of reliability and validity in the context of research in organizational psychology
7. Discuss, the core components of burnout and its symptoms and proffer suggestions for recovery
8. Give an overview of training and discuss any five of the following training methods highlighting the advantages and disadvantages: Discussion; Case Study; Role Play; Field Visit/Internships; Simulator Training; Distance Learning; Lecture, On-the-job-training; Computer Based Training/E learning/Self Directed learning
9. The systematic analysis of training needs is a prerequisite for the development of training needs. Explain the following TNAs: McGehee & Thayer's Organizational Needs Assessment Model and Mager and Pipe's Performance Analysis Model; Explain Moore and Dutton's TNA Model
10. (a) Define Motivation within the context of industrial psychology (b) Discuss Maslow's Hierarchy of Needs and any other theory of motivation
11. How might an employee's personality influence the stress and coping process: Discuss, illustrating your answer with one or more of the Big 5
12. Write indepth notes on the following selection methods: Interviews, Biodata, Psychometrics; Personality Approaches, and Assessment Centres