

Name : Psychological Industry and Organization 2 sks					
module/course code	Student workload	Credits (ECTS)	Semester	Frequency	Duration
IAB92001	340 (minutes/week)	3.02 ECTS	Semester 2	Semester Events	1x per semester
	Types of courses : Lectures, Discussions,	Contact hours : 100 minutes/week		Independent study 240 minutes/week	Class size X students 10 students
1	Prerequisites for participation -				
2	Learning outcomes : <ol style="list-style-type: none"> 1. Understand how people (employees) behave in the workplace 2. Able to explain correctly the factors that shape employee performance (work performance) 3. Able to do research properly in the field of industrial and organizational psychology 				
3	Description Studying the phenomenon of human behavior in its interactions in the context of the work environment is the essence of the Industrial and Organizational Psychology course. At the end of the lecture, students are expected to be able to carry out analysis based on matters such as motivation, interpersonal communication, teamwork, leadership, organizational commitment, job analysis, preparation of job descriptions, stress management to various strategies for balancing personal life and work life. This is applied, among others, in the presentation and preparation of papers in the form of individual and group assignments prepared by taking field data.				
4	Subject aims/Content: <ol style="list-style-type: none"> 1. General understanding of the concept of PIO 2. Able to explain in his own language the meaning of work motivation and the theories underlying work motivation. 3. Able to explain in his own language about the meaning of leadership and the development of leadership theory 4. Able to explain in his own language about the concept of attitudes and emotions in the workplace along with current issues 5. Able to explain in his own language about stress, work psychology, work stress models and current issues 6. Able to explain in his own way about the meaning of team and decision making in working groups and teams Able to analyze current issues related to teams in the workplace 7. Able to explain in his own language about organizational design, and the main components in the organizational structure and evaluate current issues related to organizational structure, culture and change 8. Able to explain in his own language the purpose and use of job analysis 				

	<p>9. Able to explain in his own language about recruitment in organizations and strategic issues in employee recruitment and selection</p> <p>10. Able to explain in his own language the criterion terminology and its relevance to I/O psychology</p> <p>11. Able to explain in his own language the objectives, approaches (methods) of performance appraisal, the characteristics of an effective performance appraisal system, as well as challenges in conducting performance appraisals.</p> <p>12. Able to explain in their own language employee training and development including needs analysis to evaluation of training and development</p> <p>13. Able to make a concise research design on one of the psychology I/O topics</p> <p>14. Able to explain in his own language about the types of measurement scales, variable measurement dimensions, the validity and reliability of measurements</p>
5	Teaching methods: Lectures, discussion, group discussion
6	Assessment methods : Assignments, Mid-Term Exam, Final-Term Exam, Quiz
7	Other information eg bibliographical references: <ol style="list-style-type: none"> 1. Truxillo, Bauer, & Erdogan. (2016). Psychology and Work: Perspectives on Industrial and Organizational Psychology. New York: Roulledge 2. Riggio, Ronald E. (2013), Introduction to Industrial/Organizational Psychology—6th ed. USA : Pearson Education, 3. Frank J. Landy and Jeffrey M. Conte, (2013), WORK IN THE 21ST CENTURY : An Introduction to Industrial and Organizational Psychology, 4th Edition, USA, Willey 4. Neil Anderson, Deniz S. Ones, Handan Kepir Sinangil, Chockalingam Viswesvaran, (2005), Handbook Of Industrial, Work And Organizational Psychology, London, Sage