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| **Course title** | Industrial/Organization Psychology | | | | | |
| **Course code** | PSY206 | | | | | |
| **Course type** | Compulsory | | | | | |
| **Level** | Undergraduate | | | | | |
| **Year / Semester** | Year 2 / Semester 2 | | | | | |
| **Teacher’s name** | Vias Nicolaides | | | | | |
| **ECTS** | 7.5 | **Lectures / week** | 1 | **Laboratories / week** | | 0 |
| **Course purpose and objectives** | The purpose of this course is to provide students with a comprehensive introduction to the field of Industrial-Organizational (I-O) Psychology. Students will gain an understanding of how psychological principles are applied in workplace settings to enhance organizational effectiveness, employee well-being, and productivity. The course will explore the intersection of psychology and business, offering insights into various aspects of human behavior in the workplace. | | | | | |
| **Learning outcomes** | The following learning outcomes are expected, where students will:   1. Demonstrate a strong understanding of the fundamental concepts, theories, and principles of industrial-organizational psychology. 2. Apply psychological theories and principles to analyze and propose solutions for various workplace issues. 3. Recognize the importance of ethical considerations and fairness in employee selection, performance appraisal, and other organizational practices. 4. Work collaboratively in group projects enhancing their teamwork and interpersonal skills as they tackle complex organizational challenges. 5. Develop effective presentation and communication skills for conveying analyses and recommendations in workplace scenarios. | | | | | |
| **Prerequisites** | PSY101 | | **Required** | | No | |
| **Course content** | The course will explore the intersection of psychology and business, offering insights into various aspects of human behavior in the workplace.  Week 1: Introduction to Industrial-Organizational Psychology  Week 2: Employee Selection and Recruitment  Week 3: Work Motivation and Performance  Week 4: Leadership and Management  Week 5: Organizational Culture and Change  Week 6: Group Dynamics and Teamwork  Week 7: Employee Well-being and Work-Life Balance  Week 8: Organizational Communication  Week 9: Job Design and Job Satisfaction  Week 10: Organizational Development and Training  Week 11: Legal and Ethical Issues in the Workplace  Week 12: Future Trends in I-O Psychology | | | | | |
| **Teaching methodology** | Lecture | | | | | |
| **Bibliography** | Aamodt, M. G. (2020). Industrial/Organizational Psychology: An Applied Approach. Cengage Learning. | | | | | |
| **Assessment** | 1. Midterm & Final Exam (30% & 30%): Mid-term and final exams will be conducted covering the entire course. Both exams will include multiple-choice, short-answer, and essay questions. 2. Group assignment and presentation (20%): Assign group research projects, case studies, or literature reviews to encourage students to delve deeper into specific topics within the I-O field. 3. Individual assignments (10%): Individual research paper on a selected I-O psychology topic. 4. Presence & Participation (10%): Students should be present and actively participate in in-class discussions. | | | | | |
| **Language** | English | | | | | |