



Faculty of Management and Finance

Bachelor of Business Administration Honours in Business Management Degree Programme

Course Unit Information Sheet

Course Code		MGT 22223			
Course Name		Industrial and Organizational Psychology			
Semester		2000 Level Semester II			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 hours	-	105 hours	
Course Description					
Industrial and organizational psychology (I-O psychology) is a rapidly growing field, as organizations increasingly recognize the importance of human behavior in the workplace. This course unit is designed to provide students with a comprehensive understanding of both industrial psychology and organizational psychology to improve the knowledge and skills required to manage employee performance and create a more positive and productive work environment for employees.					
Intended Learning Outcomes				PLO Alignment	
Upon completion of this course unit, the students will be able to,					
1. Explain the importance of human behavior in the workplace.				1,2	
2. Develop an effective interview process to help an organization to hire more qualified employees.				11	
3. Design effective training programs for employees.				9	
4. Develop systems to improve job satisfaction and improve employee motivation.				9	
5. Develop leadership programs to identify and develop future leaders of the organization.				1 12,13,14	
6. Develop a change management plan to help employees adjust to new organizational structures.				3	
7. Evaluate performance management systems to track and improve employee performance.				15	
Course Content				Hours	ILOs
1. Introduction to industrial and organizational psychology				3	1
2. Individual differences and assessment				3	1
3. Job analysis and performance				3	2
4. Performance measurement				3	3
5. Staffing decisions				3	1,2
6. Training and development				3	3
7. The motivation to work				3	5
8. Attitudes, emotions, and work				3	3,4,5

9. Stress and worker well-being	6	4,5
10. Fairness and diversity in the workplace	6	1,4,7
11. Leadership	3	6
12. Teams in organizations	3	6,7
13. The organization of work behavior	3	7
Teaching Methods		
Lectures, Tutorials, Discussions, and Presentations		
Assessment Methods		
In course Assessments 30 %	Final Examination 70 %	Total 100%.
Recommended Readings		
1. Frank J. Landy & Jeffrey M. Conte, <i>Work in the 21st Century: An Introduction to Industrial and Organizational Psychology</i> , Wiley. /The latest edition 2. Michael G. Aamodt, <i>Industrial Organizational Psychology: An Applied Approach</i> , Wadsworth Publishing. / The latest edition		