



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

PSY2310 Industrial Organizational Psychology
3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Explore the historical development of industrial/organizational (I/O) psychology. (APA 1.2c)
 - a. Discuss how psychological research informs I/O psychology practice. (APA 1.2b, 2.4a)
 - i. Discuss the importance of evidence-based reasoning.
 - ii. Identify key landmark studies in I/O psychology.
 - b. Discuss key figures in the development of I/O psychology. (APA 1.2c)
 - c. Discuss theoretical changes over time in the field of I/O psychology. (APA 1.2c)
2. Investigate how major psychological theories are applied in the field of I/O psychology. (APA 1.2d, 1.3a, 5.4b-f)
 - a. Discuss psychological theories and models, including:
 - i. Motivation
 - ii. Leadership
 - iii. Hiring and Selection
 - iv. Testing and Assessment
 - v. Group Dynamics
 - vi. Organizational Behavior
3. Explore current trends in the field of I/O psychology. (APA 5.5f)
 - a. Differentiate between industrial and organizational perspectives. (APA 1.2a)
 - b. Describe different employment opportunities within the field. (APA 5.5c)
 - c. Discuss ethical and legal considerations in the field of I/O psychology. (APA 3.1a, 5.1f)
 - d. Explore worker well-being/work-life balance. (APA 1.3b)
4. Explore cultural competence in the field of I/O Psychology. (APA 3.3a-e, 3.3B)
 - a. Explain issues of equity and inclusion.
 - b. Explore the impact of diversity in the workplace.

Big Ideas and Essential Questions

Big Ideas

- Industrial Psychology
- Organizational Psychology
- Current Trends
- Cultural Competence
- Applications of I/O Psychology

Essential Questions

1. How has the field of I/O Psychology changed over time?
2. What are some current trends in the field of I/O Psychology?
3. How can being culturally competent help you in the field of I/O Psychology?
4. How do organizations apply psychological theory to inform their practices?

These SLOs are approved for experiential credit.

Effective: Fall 2021