



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

PSY 5210 Industrial/Organizational Psychology

3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Analyze the foundations of Industrial/Organizational Psychology.
 - a. Describe the historical development and key theories of I/O Psychology.
 - b. Examine research methods used in I/O Psychology.
 - c. Compare I/O Psychology with related fields in organizational science.
2. Develop solutions for contemporary workplace challenges using I/O Psychology concepts.
 - a. Identify key I/O Psychology principles relevant to workplace issues.
 - b. Analyze case studies using I/O Psychology frameworks.
 - c. Discuss potential approaches to address workplace challenges using I/O concepts.
3. Propose ethical solutions to organizational issues using I/O Psychology principles.
 - a. Identify ethical issues relevant to I/O Psychology applications.
 - b. Apply ethical codes and legal standards to organizational scenarios.
4. Design inclusive workplace strategies that leverage diverse talents and promote equitable practices.
 - a. Analyze the impact of diversity on organizational processes and outcomes.
 - b. Assess existing workplace strategies for promoting inclusivity and equity.
 - c. Suggest improvements to workplace practices based on I/O Psychology research on diversity and inclusion.
5. Communicate effectively using the professional standards of the discipline.
 - a. Apply APA formatting guidelines to paper format, body of in-text citations, and references.
 - b. Apply writing mechanics (sentence structure, spelling, punctuation, etc.) to enhance professionalism and enhance the readability of writing.
 - c. Communicate in a coherent and clear manner consistent with professional and academic settings.

Big Ideas and Essential Questions

Big Ideas

- Foundations of I/O Psychology
- Practical Applications in the Workplace
- Ethical and Legal Practice
- Diversity, Equity, and Inclusion
- Professional Communication

Essential Questions

1. How does I/O Psychology contribute to understanding and improving workplace behavior and organizational effectiveness?
2. How can I/O Psychology principles be applied to solve real-world organizational challenges?
3. Why are ethical considerations and legal compliance crucial in I/O Psychology practice?
4. How can I/O Psychology promote diversity, equity, and inclusion in the workplace?
5. Why is effective communication of I/O Psychology concepts critical in professional settings?

These SLOs are not approved for experiential credit.

Effective: Summer 2025