



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

PSY 5210 Industrial/Organizational Psychology
3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Examine the foundational psychological underpinnings that have been used to create the discipline of I/O psychology.
 - a. Discuss psychological theories that provide the foundation of I/O psychology.
 - b. Examine major contributors to the development of the specialization of I/O Psychology.
 - c. Examine research methods used to study organizations and human behavior in the workplace.

2. Apply foundational psychological concepts to current areas of focus within I/O psychology to include:
 - a. Recruitment/Selection
 - b. Job Analysis
 - c. Performance/Motivation
 - d. Training/Development
 - e. Teams/Teamwork
 - f. Leadership
 - g. Labor Unions
 - h. Organizational Change

3. Examine ethical principles, legal implications, and diversity, equity, and inclusion issues as they impact the practice of I/O psychology.
 - a. Apply ethical codes and standards to different organizational issues and dilemmas.
 - b. Discuss potential legal and ethical implications to address organizational issues and concerns.
 - c. Discuss diversity in regards to equity and inclusion (leveraging all talents in an organization).

4. Communicate psychological concepts effectively using the professional standards of the discipline.

- a. Apply APA formatting guidelines to paper format, body of paper in-text citations, and references.
- b. Apply knowledge of writing mechanics (sentence structure, spelling, punctuation, etc.) to enhance professionalism and readability of writing.
- c. Write and speak in a coherent and clear manner consistent with professional and academic settings.

These SLOs are not approved for experiential credit.

Effective: Fall 2020