



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**

**PSY5810 Psychology of Performance and  
Motivation**  
**3 Semester Credit Hours**

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**Student Learning Outcomes and Enabling Objectives**

1. Assess significant psychological theories of motivation in the workplace.
  - a. Explore historical and contemporary theories of motivation and their relevance in the workplace.
  - b. Explore the impact of motivation on performance.
  - c. Differentiate between intrinsic and extrinsic motivation.
  
2. Evaluate factors that influence employee motivation and performance.
  - a. Examine various concepts of performance within the context of organizational behavior
  - b. Explore conflict as it relates to motivation and performance.
  - c. Explore the impact of emotions on individual motivation and performance.
  - d. Examine the impact of emotions on groups and organizational performance.
  - e. Examine organizational factors that may affect employee motivation, including:
    - i. Supervision
    - ii. Leadership
    - iii. Organizational Structure
    - iv. Organizational Culture
    - v. Team (Group) Dynamics
    - vi. Roles and Responsibilities
  
3. Analyze the methods for measuring and improving motivation and performance.
  - a. Examine tools used for measuring performance.
  - b. Identify challenges in measuring performance on both the individual and organizational levels.
  - c. Examine strategies for improving motivation and performance on both individual employee and organizational levels.
  
4. Assess ethical issues underlying motivation and performance.
  - a. Identify ethical issues that relate to the study of motivation and performance.

- b. Discuss potential strategies for mitigating possible ethical issues related to motivation and performance.
5. Analyze the impact of globalization and cultural differences on performance and motivation.
  - a. Examine cultural and global factors that relate to or affect performance and motivation.
  - b. Explore cultural differences as it relates to understanding performance and motivation in global companies.
6. Communicate 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.

## **Big Ideas and Essential Questions**

### **Big Ideas**

- Motivation theories
- Motivation and Performance
- Measuring motivation and performance
- Ethics
- Cultural and Global Factors
- Effective Communication

### **Essential Questions**

1. How are theories of motivation applied in the workplace?
2. How can an employer influence motivation and performance for their employees?
3. How have theories of motivation changed over time?
4. How do cultural and global factors impact motivation and performance in the workplace?
5. Why is it important to understand how ethics impact employee performance and motivation?
6. Why is professional communication important in the I/O field?

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These SLOs are not approved for experiential credit.

**Effective: Fall 2023**