BAKER COLLEGE
STUDENT LEARNING OUTCOMES

PSY6510 Individual and Group Factors in the Workplace
3 Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Evaluate concepts of self and identity and their role in understanding our social world.
   a. Analyze the development and significance of self and how it shapes motives.
   b. Examine how self-concept and self-esteem impact organizational behaviors.
   c. Appraise the role of Self-efficacy in work performance.

2. Interpret *Individual Differences* and their impact on organizational performance.
   a. Examine how personality and temperament differences affect group functioning.
   b. Distinguish how Attitudes and Sources of conflict influence individual, group and organizational performance.
   c. Compare and contrast the positive and negative impacts of emotions on individual, group, and organizational performance.
   d. Differentiate the roles of individual cognition, perception, and aptitude on organization outcomes.

3. Discriminate Group theories and models and their impact on organizational performance.
   a. Analyze group/team process and dynamics (member roles, formal and informal; norms and conformity).
   b. Explain how leadership and power influence group processes.
   c. Examine the dynamics of communication and collaboration
   d. Evaluate the functions of conflict in group process.

4. Assess the application of social psychology in organizations.
   a. Examine Social Perception relative to both self and others.
   b. Summarize the impacts of technology, social media and mass communications in the workplace.
   c. Analyze the social side of business (such as strategy development, problem-solving, organizational structures).
   d. Discern how authority/obedience and compliance impact the workplace.

5. Examine the impact of cultural differences on individuals, groups, and organizations.
   a. Explore the impact of diversity on groups and teams.
   b. Consider how diversity, multiculturalism, and racism impact social interactions.

6. Evaluate ethics, values and social motives and their impacts on organizations.
    a. Examine concepts underlying ethical behavior.
    b. Review factors contributing to engagement in pro and anti-social behaviors.
    c. Compare and contrast forms of bias, prejudice, stereotypes, and discrimination.

7. Communicate in a manner that is scholarly, professional and consistent with expectation for members of the psychological profession.

These SLOs are not approved for experiential credit.

Effective: Fall 2017