



**BAKER COLLEGE
PROGRAM OUTCOMES**

**PSY6990 Integrative Capstone in Psychology
3 Semester Hours**

Student Learning Outcomes & Enabling Objectives

1. Describe the psychological underpinnings, theories, foundations, structure, and concepts within the discipline of I/O psychology.
 - a. Compare and contrast theories of I/O psychology.
 - b. Differentiate I/O from related fields such as Business or Human Resources.
2. Apply ethical principles and legal standards to assess professional behavior and practice.
 - a. Examine professional and ethical guidelines relevant to the I/O psychology discipline at the individual practitioner and organizational levels.
 - b. Analyze ethical issues that may occur within the workplace.
 - c. Analyze legal issues that may occur within the workplace.
3. Demonstrate awareness of how culture and diversity affect thoughts, behaviors, attitudes, and decisions within the workplace.
 - a. Examine how multiculturalism impacts organizations (i.e. creativity, innovation, challenges, and/or conflicts).
 - b. Explore the workplace in a global society context.
 - c. Analyze the effect of cultural diversity on interpersonal dynamics and communication in organizations.
4. Demonstrate ability to apply I/O psychology principles within individual, group, organizational, and global contexts.
 - a. Examine the role of leadership and its impact in the workplace.
 - b. Examine approaches I/O psychologists use in individual development (training, coaching, and supervision).
 - c. Evaluate organizational development strategies implemented in the workplace.
 - d. Explore applications of testing and assessment in I/O psychology.
 - e. Examine tools I/O psychologists use in selection, placement, and appraisal.
5. Analyze scholarly literature to critically assess relevant theory and research, to support positions, and to inform decisions.
 - a. Evaluate scholarly research in I/O psychology.
 - b. Demonstrate the ability to analytically and critically present positions supported and synthesized with scholarly sources.

6. Critically analyze psychological theories, models, and concepts to develop effective responses to industrial/organizational needs, issues, and concerns.
 - a. Apply I/O psychology models in response to organizational needs.
 - b. Demonstrate an understanding of psychological theories as applied in I/O psychology (social, cognitive, performance, motivation as examples).

7. Analyze existing or original data/research and use to contribute to the evidence base in psychology, inform decisions, and/or create solutions.
 - a. Apply principles and theories of research in organizational settings.
 - b. Interpret research results through reviewing published data analysis.
 - c. Practice administering, scoring, and interpreting psychological tests/assessments in the workplace.
 - d. Synthesize quantitative and qualitative research results to determine organizational interventions.

8. 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.

These SLOs are not approved for experiential credit.

Effective: Fall 2017