

**Course Outline**  
**Psy 125**  
**Organizational Psychology**  
**3 Credit Hours**

**The Community College of Baltimore County**

**Description**

Organizational Psychology

Applies psychological principles and research to study the individual in organizational settings; covers history and research, motivational processes, leadership and management styles, physical environment, individual reactions (stress, alienation, burnout, job satisfaction), organizational entry change in work settings, job performance assessment, and organizational development; communication issues and technological and cultural influences.

Prerequisite: PSYC 101

**Overall Course Objectives** (list only those objectives that will be common to all sections of the course)

Upon completion of this course the student will be able to:

1. Analyze important contributors to work place dynamics
2. Communicate and understanding of empirical methods of investigation
3. Communicate a understanding of relevant factors associated with personnel selection and evaluation
4. Apply theoretical knowledge to practical issues faced in organizational setting
5. Demonstrate knowledge of environmental conditions, and the impact on the work-force
6. Communicate an understanding of leadership characteristics, and the impact in industrial setting
7. Apply theoretical knowledge of job enrichment to practical, industry settings
8. Apply knowledge of a diversified work place to organizational dynamics
9. Communicate knowledge of job evaluation principles
10. Analyze relevant factors in human factors research and applications

**Major Topics**

1. Empirical investigation of job related behavior
2. Personnel selection
3. Personnel training and development
4. Organizational and social context of the work-force
5. Job and work environment
6. Leaders and leadership in the work place
7. Job satisfaction, attitudes, and opinions
8. Job enrichment
9. Working conditions

10. Accidents and safety
11. Job evaluation
12. Cultural and diversity considerations - diversification of the work-force

**Course Requirements** (List only those requirements that will be common to all sections of the course)

Grading/exams: Grading procedures will be determined by the individual faculty member and may include in-class exams, and writing assignments

Writing: The individual faculty member will determine specific writing assignments.

### **Other Course Information**

This course is a elective course within the psychology department, and recommended for students in the transfer program

### **Additional Information**

1. The Course Outline is not intended to replace an individual faculty member's course syllabus, nor is it necessarily meant to limit the scope of the course. It is simply an indication to the student of the minimum expectations for all students taking the course, regardless of the campus or center where the course is offered.
2. All information in the Course Outline must be included in the individual faculty member's course syllabus, but individual faculty members may include additional objectives, topics and requirements in their syllabus.
3. Course Outlines should not exceed two pages in length.
4. Course Outlines will be posed on the Web and will be available to students as an extension of the CCBC Catalog.
5. The college will publish a single CCBC catalog in January 2001.
6. Course Outlines for all courses in the college catalog must be completed no later than September 1, 2000.
7. All new course proposals must include a Course Outline as part of their materials submitted to the Curriculum Committee of the Learning and Academic Affairs Council.

### **Approval Process:**

1. Once the Common Course Outline is completed, the appropriate Academic Division Deans will sign the attached approval form.
2. The signed approval form with a hard copy of the Course Outline attached will be sent to Dr. Bradley Ebersole, assistant to the VCLSD, who will collect and file the approved Course Outlines and monitor the entire process.
3. An electronic copy of the approved Course Outline (a Microsoft Word document as an attached to an Outlook email message) must also be sent to Dr. Ebersole (no disks, no WordPerfect files).