

**FACULTY OF ENGINEERING  
STUDY COURSE DESCRIPTION**

<b>Course Title:</b>	<b>Industrial Psychology</b>					
<b>Course code (LAIS):</b>	<i>The course will be registered in the study administration system after accreditation</i>					
<b>Study programme:</b>	<b>Information Technologies</b>					
<b>Level of Study programme:</b>	<input type="checkbox"/>	1st level professional higher education				
	<input checked="" type="checkbox"/>	Professional Bachelor				
	<input type="checkbox"/>	Professional Master				
	<input type="checkbox"/>	Academic Master				
	<input type="checkbox"/>	PhD level				
<b>Type of Study programme:</b>	<input checked="" type="checkbox"/>	Compulsory course (Part A)				
	<input type="checkbox"/>	Professional specialization courses (Part B, compulsory)				
	<input type="checkbox"/>	Professional specialization optional courses (Part B, optional)				
	<input type="checkbox"/>	Elective courses (Part C)				
<b>Course Workload:</b>	<b>Study form</b>	<b>Credits</b>	<b>ECTS</b>	<b>Academic hours</b>	<b>Contact hours</b>	<b>Independent work hours</b>
	Full time	2	3	80	32	48
	Part time					
<b>Course Author/ Tutor:</b>	<b>Prof. Lana Ivanitskaya</b>					
	Guest professor					
	<u>e-mail</u> : ivani1sv@cmich.edu					
	Consultation: according to the schedule for each semester					
<b>Study Form:</b>	Full time studies, part time studies					
<b>Study year, semester:</b>	2 <sup>nd</sup> year, 4 <sup>th</sup> semester (full time studies, part time studies)					
<b>Language:</b>	English					
<b>Prerequisites for the Course:</b>	-					
<b>Course Summary:</b>	Introduces students to the content areas of industrial psychology and the application of psychological theory to organizational issues. Topics include person-organization and person-job fit, a job application process, job analysis, job Design & employee well-being, employee recruitment, selection, training, performance management. Using an applied approach, this course will help prepare students for their roles as employees and managers.					
<b>Assessment:</b>	Final grades will be based on the percentage of total points, earned during the course.					
<b>Requirements for Credits:</b>	<p><u>Understanding checks</u> - consist of drafts, small assignments, and short answer questions to check if students have read the assigned course materials</p> <p><u>assignments and projects</u> - Projects build on the knowledge and skills that you have gained in class by giving you an opportunity to apply what you have learned.</p> <p><u>class participation</u> - thoughtful and active participation is essential to being successful in this course. You are expected to play an active role in class discussions as well as experiential activities that occur asynchronously and during class time, including group work. Attendance does not constitute participation. Your grade will be higher if you have completed the assigned readings and can make meaningful contributions. Points may be deducted from the final project and other project grades for group members whose contributions are minimal.</p>					
<b>Abiding by the Academic Ethics</b>	<p>Students must abide by the academic and research ethics, Vidzeme University of Applied Sciences Ethics Regulations, incl.:</p> <ul style="list-style-type: none"> <li>- study papers must be independently developed;</li> <li>- the study work should reference all statements, ideas and data used that have been authored by someone else;</li> <li>- appropriate data acquisition methods should be used in the acquisition of data, the research ethics must be respected, empirical data must be collected independently and cannot be distorted or falsified;</li> <li>- the examination must be carried out by the student independently, without the use of supporting materials and/or consultations with other students, unless the lecturer states otherwise.</li> </ul>					

	In the event of non-compliance with the academic and research ethics, punishment is imposed in accordance with the ViA Ethics Regulations and the study course must be re-taken, unless the punishment is exmatriculation.	
<b>Learning Outcomes; the evaluation methods and criteria</b>	<b>Learning Outcomes</b>	<b>The evaluation methods and criteria</b>
	<b>Knowledge</b>	
	Become conversant about the major content areas of Industrial Psychology (i.e., job analysis, recruitment, selection, training, performance management).	Practical and individual work
	<b>Skills</b>	
	Gain practical experience by completing a series of hands-on projects involving your own job search, as well as doing job analysis, selection decisions, and training programs.	Practical and individual work
	<b>Competency</b>	
	understanding of tests and measurements so that you can collect accurate information and make sound data-based decisions	Practical and individual work
Ability to perform a job interview and ask the right questions to get the information about performed tasks	Practical and individual work	
<b>Course Compulsory literature:</b>	There is no required textbook for this course. All required readings are posted in Moodle for download	
<b>Course additional literature:</b>	<p>Career development: Cross, R., &amp; Thomas, R.J. (2008). How top talent uses networks and where rising stars get trapped. <i>Organizational Dynamics</i>, Grant, A.M., Christianson, M.K., &amp; Price, R.H. (2007). Happiness, health, or relationships? Managerial practices and employee well-being tradeoffs. <i>Academy of Management Perspectives</i>, 21</p> <p>Groups and Teams: Cross, R., &amp; Thomas, R.J. (2008). How top talent uses networks and where rising stars get trapped. <i>Organizational Dynamics</i>, 37 Grant, A.M., Christianson, M.K., &amp; Price, R.H. (2007). Happiness, health, or relationships? Managerial practices and employee well-being tradeoffs. <i>Academy of Management Perspectives</i>, 21</p> <p>Individual Differences: Arvey, R.D., Harpaz, I., &amp; Liao, H. (2004). Work centrality and post-award work behavior of lottery winners. <i>The Journal of Psychology</i>, 138</p> <p>Job Evaluation Kilgour, J.G. (2008). Job evaluation revisited: The point-factor method. <i>Compensation &amp; Benefits Review</i>, 40</p> <p>Job/task/Work analysis/competency modelling and classification Sanchez, J.I., &amp; Levine, E.L. (2009). What is (or should be) the difference between competency modeling and traditional job analysis? <i>Human Resource Management Review</i>, 19, 53-63. [N; job analysis, competency modeling]</p> <p>Leadership and management Bruckmüller, S., Ryan, M.K., Rink, F., &amp; Haslam, S.A. (2014). The glass cliff: Examining why women occupy leadership positions in precarious circumstances. In S. Kumra, R. Simpson, &amp; R.J. Burke (Eds.), <i>The Oxford handbook of gender in organizations</i> (pp. 314-331). New York: Oxford University Press. [N; leadership, diversity]</p> <p>Major, D.A., &amp; Lauzun, H.M. (2010). Equipping managers to assist employees in addressing work-family conflict: Applying the research literature toward innovative</p>	

	practice. The Psychologist-Manager Journal, 13, 69-85. [N; work-family dynamics, leadership]  Occupational Health and Safety Moen, P., Fan, W., & Kelly, E.L. (2013). Team-level flexibility, work-home spillover, and health behavior. Social Science & Medicine, 84, 69-79. [E; job design, career development,
<b>Course confirmation date:</b>	08.12.2022
<b>Date of course description update:</b>	

### Study Course Plan (full time studies):

Date	Theme	Academic hours		Study Form/ Organization of independent work of students and task description
		Contact hours	Independent work hours	
<i>The date is specified before the implementation of the course</i>				
	Introduction before course starts – watch a welcome video, study syllabus and update your professional resume		3	
Module 1	Person-organization and person-job fit Introductions I-O Psychology lecture Person-organization fit Introduction to the final course project	4	6	Lecture. Practical work. Group work
Model 2	A job application process: From a job announcement to an interview & a job offer	4	6	Lecture. Practical work. Group work
Model 3	Job analysis	4	6	Lecture. Practical work. Group work
Model 4	Job design & employee well-being	4	6	Lecture. Practical work. Group work
Model 5	Employee recruitment	4	6	Lecture. Practical work. Group work
Model 6	Employee selection	4	6	Lecture. Practical work. Group work
Model 7	Performance evaluation	4	6	Lecture. Practical work. Group work
Model 8	Training and onboarding new employees	4	3	Lecture. Practical work. Group work
	Submission of final project			
	<b>Hours total:</b>	<b>32</b>	<b>48</b>	

### Study Course Plan (part-time studies)

Date	Theme	Academic hours		Study Form/ Organization of independent work of
		Contact	Independent	

		<b>hours</b>	<b>work hours</b>	<b>students and task description</b>
<i>The date is specified before the implementation of the course</i>				
	Introduction before course starts – watch a welcome video, study syllabus and update your professional resume	1	4	Lecture. Practical work. Group work
Module 1	Person-organization and person-job fit . A job application process: From a job announcement to an interview & a job offer	1.5	11	Lecture. Practical work. Group work
Model 2	Job analysis; Job design & employee well-being	1.5	11	Lecture. Practical work. Group work
Model 3	Employee recruitment	1.5	11	Lecture. Practical work. Group work
Model 4	Employee selection	1.5	11	Lecture. Practical work. Group work
Model 5	Performance evaluation	1.5	11	Lecture. Practical work. Group work
Model 6	Training and onboarding new employees	1.5	11	Lecture. Practical work. Group work
	Submission of final project			
	<b>Hours total:</b>	<b>10</b>	<b>70</b>	