

INP: Industrial and Applied Psychology Courses

Courses

INP 3004 Industrial Psychology

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

This course applies psychological principles to problems of employee selection, placement, merit rating, job analysis, management training and other factors related to productivity.

INP 3313 Organizational Behavior

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

This course focuses on human processes in formal organizations, utilizing individual and group exercises which simulate behavioral dynamics in organizations. Content areas include conflict resolution, communication, leadership, planning and control and other organizational processes. May not be taken for credit by students having credit in MAN 3240.

INP 3905 Directed Study

College of Health, Department of Psychology

1-12 sh (may be repeated indefinitely for credit)

INP 4224 Psychology of Workforce Diversity

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

This course addresses the experience of work as it varies with the gender and ethnic background of workers in the United States. Other bases of diversity (e.g., disability) may also be addressed. Topics include work-related stereotypes and attitudes; discrimination and harassment; career choice, occupational segregation, and employment patterns; group differences related to fair testing and employment practices; the relationship of workforce diversity to processes such as supervision, leadership, mentoring, and power; law and public policy related to diversity and work.

INP 4905 Directed Study

College of Health, Department of Psychology

1-12 sh (may be repeated indefinitely for credit)

INP 5131 Legal Issues in Industrial/Organizational Psychology

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

This course focuses on the laws, guidelines, and court cases (e.g., ADA, ADEA, FMLA, Sexual Harassment, Civil Rights Acts) that are important to human resource functions in organizations, with particular emphasis on employment testing for selection.

INP 5905 Directed Study

College of Health, Department of Psychology

1-12 sh (may be repeated indefinitely for credit)

INP 6216 Personnel Selection and Appraisal

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

Current issues and techniques in selection, placement and appraisal, job analysis, criterion development; the validation process, assessment centers and EEO issues.

INP 6325 Training and Development

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

This course examines the theory and practice of training and development in organizations. This course provides students with a working knowledge of the industrial psychology model of training the adult learner (i.e., assessing training needs, developing training programs, delivering training programs, and evaluating the success of training interventions). This course also explores theories of learning and motivation and post-training strategies for enhancing the success of a training program.

INP 6385 Group Dynamics in Organizations

College of Health, Department of Psychology

3 sh (may not be repeated for credit)

This course emphasizes the application of general principles and theories derived from group processes research (particularly the social psychological research) to contemporary organizational problems. The classroom experience will be student-centered. Students will be expected to participate in discussion and classroom exercises, and prepare short written analyses of examples and cases. Topics covered may include: group development and socialization, group structure, conformity and influence, conflict, social identity, commitment, power, leadership, performance and decision-making.

INP 6905 Directed Study

College of Health, Department of Psychology

1-12 sh (may be repeated indefinitely for credit)