### INP: Industrial And Applied Psychology Courses

#### Courses

**INP 3004  Industrial Psychology**  
3 sh (may not be repeated for credit)  
Application of psychological principles to problems of employee selection, placement, merit rating, job analysis, management training and other factors related to productivity.

**INP 3313  Organizational Behavior**  
3 sh (may not be repeated for credit)  
Understanding 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 either MAN 3240. MAN 3025 or equivalent is suggested prior to taking this course, but not required.

**INP 3905  Directed Study**  
1-12 sh (may be repeated indefinitely for credit)

**INP 4112  Military Psychology**  
3 sh (may not be repeated for credit)  
The course focuses on uses of human factors, industrial-organizational, social and clinical psychology in various military settings to promote the behavioral health of service members and families, performance of individuals and teams, and success in military operations. We will treat the study and practice of psychology in the military as a means for gaining useful insights about human behavior. The course is intended to provide students an orientation to areas they may pursue for greater knowledge and/or employment in military psychology settings. This is a seminar course and as such is expected to be highly interactive and a chance for students to share what they have learned from researching individual topics.

**INP 4224  Psychology of Workforce Diversity**  
3 sh (may not be repeated for credit)  
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. Lecture, discussion, and participative learning methods are used. Three hours of psychology or sociology are required prior to taking this course.

**INP 4905  Directed Study**  
1-12 sh (may be repeated indefinitely for credit)  

**INP 5087  Ethics in I/O Psychology**  
1 sh (may not be repeated for credit)  
A one hour seminar-style course that addresses the ethical concerns of I/O psychologists working in such areas as consulting, research, academia, and human resources. Permission is required.

**INP 5131  Legal Issues in Industrial/Organizational Psychology**  
3 sh (may not be repeated for credit)  
Exposes students to laws, guidelines, and court cases (e.g., ADA, ADEA, FMLA, Sexual Harassment, Civil Rights Acts) important to human resource functions in organizations, with particular emphasis on employment testing for selection.

**INP 5905  Directed Study**  
1-12 sh (may be repeated indefinitely for credit)

**INP 6216  Personnel Selection and Appraisal**  
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 6255  Methods in Personnel Psychology**  
2 sh (may not be repeated for credit)  
Prerequisite: INP 6216  
Experience in the construction and/or use of various instruments or procedures in personnel psychology. Examples may include personnel selection or performance appraisal devices; job analysis or job evaluations; calculation of reliability, validity or cut off scores or needs assessments for training. Permission is required.

**INP 6325  Training and Development**  
3 sh (may not be repeated for credit)  
Examines both the theory and practice of Training and Development in organizations. 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). 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**  
3 sh (may not be repeated for credit)  
Students must take MAN 3025 or PSY 2012 or SOP 3004 before enrolling in 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 6216**  
2 sh (may not be repeated for credit)  
Prerequisite: INP 6216  
Experience in the construction and/or use of various instruments or procedures in personnel psychology. Examples may include personnel selection or performance appraisal devices; job analysis or job evaluations; calculation of reliability, validity or cut off scores or needs assessments for training. Permission is required.
INP 6397  Management and Organizational Behavior
3 sh (may not be repeated for credit)
Appreciation and understanding of the field of organizational behavior and its application in managing human and other resources. Also emphasizes understanding individual behavior (motivation, self-awareness, leadership, etc.), and group dynamics (decision-making, group development and work) plus conflict, climate, learning styles, power, stress, process/content, human rights and quality. Utilizes experiential learning methodologies and other appropriate designs. Not available to students having credit for MAN 6156.

INP 6905  Directed Study
1-12 sh (may be repeated indefinitely for credit)

INP 6944  Practicum in Industrial Psychology
1-3 sh (may be repeated for up to 6 sh of credit)
Primarily for education in traditional industrial areas. Involves placement in an industrial setting. 6-8 hours per week of field experience for every hour of credit. Must be an industrial-organizational program student and permission is required.