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)

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
College of Health, Department of Psychology

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
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)

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
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)

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
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)

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
College of Health, Department of Psychology

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 6905 Directed Study
College of Health, Department of Psychology

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