

## Washtenaw Community College Comprehensive Report

### PSY 150 Psychology of Work Effective Term: Spring/Summer 2018

#### Course Cover

**Division:** Humanities, Social and Behavioral Sciences  
**Department:** Behavioral Sciences  
**Discipline:** Psychology  
**Course Number:** 150  
**Org Number:** 11220  
**Full Course Title:** Psychology of Work  
**Transcript Title:** Psychology of Work  
**Is Consultation with other department(s) required:** No  
**Publish in the Following:** College Catalog , Time Schedule , Web Page  
**Reason for Submission:** Three Year Review / Assessment Report  
**Change Information:**  
**Consultation with all departments affected by this course is required.**  
**Course description**  
**Outcomes/Assessment**

**Rationale:** Course is due for its 3 year assessment review.

**Proposed Start Semester:** Spring/Summer 2018

**Course Description:** In this course, students will read case studies that describe transformative events in corporate culture including ethical and moral dilemmas. They will learn the tools to facilitate entering an employment organization and comprehending their role in it. Students will learn about the interdependency of the organization, the individual and the connectivity between the individual and the individual's workplace organization. The foundation of this course is based in organizational development, industrial organizational psychology, general psychology, social psychology and personality theory.

#### Course Credit Hours

**Variable hours:** No

**Credits:** 3

**Lecture Hours: Instructor:** 45 **Student:** 45

**Lab: Instructor:** 0 **Student:** 0

**Clinical: Instructor:** 0 **Student:** 0

**Total Contact Hours: Instructor:** 45 **Student:** 45

**Repeatable for Credit:** NO

**Grading Methods:** Letter Grades

Audit

**Are lectures, labs, or clinicals offered as separate sections?:** NO (same sections)

#### College-Level Reading and Writing

College-level Reading & Writing

#### College-Level Math

No Level Required

#### Requisites

## **General Education**

### **MACRAO**

MACRAO Social Science

### **General Education Area 5 - Social and Behavioral Science**

Assoc in Applied Sci - Area 5

Assoc in Science - Area 5

Assoc in Arts - Area 5

### **Michigan Transfer Agreement - MTA**

MTA Social Science

## **Request Course Transfer**

### **Proposed For:**

## **Student Learning Outcomes**

1. Analyze the workplace as an organization and identify patterns of corporate behavior.

### **Assessment 1**

Assessment Tool: Comprehensive paper on an organization

Assessment Date: Fall 2020

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All students that complete final assessment

How the assessment will be scored: Departmentally-developed rubric

Standard of success to be used for this assessment: The average score for each rubric area will be a 3 of 4 or higher. Areas where the average is below 3 will be identified for review.

Who will score and analyze the data: Behavioral Science faculty

### **Assessment 2**

Assessment Tool: Departmental Exam

Assessment Date: Fall 2020

Assessment Cycle: Every Three Years

Course section(s)/other population: All sections

Number students to be assessed: All students

How the assessment will be scored: Item analysis using an answer key

Standard of success to be used for this assessment: 70% of the students will correctly answer outcome related questions.

Who will score and analyze the data: Behavioral Science faculty

2. Identify the psychology of an individual as a worker within a workplace organization.

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- 3. Articulate the connection between the individual and that individual's workplace organization in relation to social psychology and personality theory.

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**Course Objectives**

- 1. Explain the terms organization and organizational psychology.
- 2. Summarize methods for conducting research in organizational psychology.
- 3. Analyze how a given organization works.
- 4. Compare theories of organization development.
- 5. Describe the changing nature of work within a given organization.
- 6. Trace the development of an organization.
- 7. Analyze the power and politics of a given organization.
- 8. Critique individual and team strengths and weaknesses in an organization.
- 9. Describe factors related to individual motivation to work.
- 10. Compare theories of worker motivation.
- 11. Analyze working relations in an organizational setting.
- 12. Identify issues around, responses to, and management of, stress at work, including health and safety.
- 13. Analyze a workplace setting in terms of the Learning Organization.
- 14. Compare and contrast positive and negative aspects of organizational ethics in a workplace setting.

**New Resources for Course**

**Course Textbooks/Resources**

- Textbooks
- Manuals
- Periodicals
- Software

**Equipment/Facilities**

<b><u>Reviewer</u></b>	<b><u>Action</u></b>	<b><u>Date</u></b>
<b>Faculty Preparer:</b> <i>Maria Ortega</i>	<i>Faculty Preparer</i>	<i>Aug 15, 2017</i>
<b>Department Chair/Area Director:</b> <i>Starr Burke</i>	<i>Recommend Approval</i>	<i>Aug 16, 2017</i>

**Dean:**

*Kristin Good*

*Recommend Approval*

*Aug 17, 2017*

**Curriculum Committee Chair:**

*Lisa Veasey*

*Recommend Approval*

*Jan 04, 2018*

**Assessment Committee Chair:**

*Michelle Garey*

*Recommend Approval*

*Jan 17, 2018*

**Vice President for Instruction:**

*Kimberly Hurns*

*Approve*

*Jan 22, 2018*