

Washtenaw Community College Comprehensive Report

PSY 150 Psychology of Work Effective Term: Spring/Summer 2022

Course Cover

College: Humanities, Social and Behavioral Sciences

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:

Objectives/Evaluation

Rationale: Course is due for a three-year review

Proposed Start Semester: Fall 2021

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:

Eastern Michigan University
Grand Valley State University
Michigan State University
Oakland University
University of Michigan
Wayne State University
Western Michigan University
Central Michigan University

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 2024

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: 70% of students will score a 3 out of 4 points or higher on the outcome-related rubric area.

Who will score and analyze the data: Behavioral Science faculty

Assessment 2

Assessment Tool: Outcome-related departmental exam questions

Assessment Date: Fall 2024

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 score 70% or higher on the 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.

Assessment 1

Assessment Tool: Comprehensive paper on an organization

Assessment Date: Fall 2024

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: 70% of students will score a 3 out of 4 points or higher on the outcome-related rubric area.

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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 score 70% or higher on the outcome-related questions.

Who will score and analyze the data: Behavioral Science faculty

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

Assessment 1

Assessment Tool: Comprehensive paper on an organization

Assessment Date: Winter 2024

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: 70% of students will score a 3 out of 4 points or higher on the outcome-related rubric area.

Who will score and analyze the data: Behavioral Science faculty

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.
15. State how the science of human behavior is used to manage employees.
16. Recognize how organizations can create a supportive work environment.
17. Discuss how the psychological state of employees in the workplace affects both their work and their overall well-being.

New Resources for Course

Course Textbooks/Resources

Textbooks

Manuals

Periodicals

Software

Equipment/Facilities

<u>Reviewer</u>	<u>Action</u>	<u>Date</u>
Faculty Preparer: <i>Maria Ortega</i>	<i>Faculty Preparer</i>	<i>Jul 16, 2021</i>
Department Chair/Area Director: <i>Starr Burke</i>	<i>Recommend Approval</i>	<i>Jul 20, 2021</i>
Dean: <i>Scott Britten</i>	<i>Recommend Approval</i>	<i>Jul 21, 2021</i>
Curriculum Committee Chair: <i>Randy Van Wagnen</i>	<i>Recommend Approval</i>	<i>Dec 07, 2021</i>
Assessment Committee Chair: <i>Shawn Deron</i>	<i>Recommend Approval</i>	<i>Dec 08, 2021</i>
Vice President for Instruction: <i>Kimberly Hurns</i>	<i>Approve</i>	<i>Dec 08, 2021</i>

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.

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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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Assessment Tool: Comprehensive paper on an organization

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Assessment Cycle: Every Three Years

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- 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

<u>Reviewer</u>	<u>Action</u>	<u>Date</u>
Faculty Preparer: <i>Maria Ortega</i>	<i>Faculty Preparer</i>	<i>Aug 15, 2017</i>
Department Chair/Area Director: <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