



### **Course Description**

#### **INP2390 | Psychology of Work | 3.00 credits**

This course applies principles of social and behavioral science to enhance effective human relations in workplace settings and includes works from the Western canon. Students will explore personal dynamics that contribute to success while learning how to influence behavior through the application of interpersonal skills. By analyzing specific workplace scenarios, students will develop a comprehensive understanding of the concepts and principles that shape interactions and address contemporary social, political, and economic issues.

### **Course Competencies:**

**Competency 1:** The student will demonstrate knowledge of the field of organizational behavior by:

1. Defining organizational behavior and describing the fundamental assumptions made in the field of organizational behavior
2. Listing and summarizing the classic studies in the field of organizational behavior and the rise of globalization, diversity, and technological advances in organizational behavior
3. Defining organizational justice, ethics, and corporate social responsibility and applying that knowledge to case studies
4. Defining organizational culture, organizational structure, and organizational design and applying that knowledge to managing organizational change, strategic planning, and organizational development

**Competency 2:** The student will demonstrate an understanding of the basic human processes that apply to individual behavior in organizations by:

1. Defining social perception, social identity, and attributional, stereotypical, and perceptual processes and applying that knowledge to human behavior in organizations
2. Listing and describing learning theories, training methods, and organizational behavior management
3. Describing individual differences in personality, skills, and abilities and applying that knowledge to human behavior in organizations
4. Defining emotions, stress, and coping and applying that knowledge to individual and organizational success
5. Defining prejudice, job satisfaction, organizational commitment, and motivation and applying that knowledge to case studies

**Competency 3:** The student will apply knowledge of group dynamics and motivation in organizations by:

1. Listing, describing, and analyzing the types of groups in organizations
2. Describing the factors that lead to individual performance in a group and to group performance
3. Defining theories of motivation in organizations and applying these theories to individual and organizational performance

**Competency 4:** The student will demonstrate knowledge of communications, power, and leadership in organizations by:

1. Identifying the types of communications in organizations and applying knowledge of informal and formal communication factors to writing assignments
2. Listing, summarizing, and applying knowledge of decision-making in organizations to case studies
3. Describing factors that lead to conflict, cooperation, trust, and deviance in organizations and applying that knowledge to case studies
4. Defining individual and shared power in organizations and applying that knowledge to case studies
5. Defining leadership, distinguishing between leaders and managers, analyzing leadership factors, and applying that knowledge to case studies

### **Learning Outcomes:**

- Communicate effectively using listening, speaking, reading, and writing skills.
- Formulate strategies to locate, evaluate, and apply information.

- Create strategies that can be used to fulfill personal, civic, and social responsibilities.
- Demonstrate knowledge of ethical thinking and its application to issues in society.