Course Title: Industrial and Organizational Psychology
Course Code: BEH325
Recommended Study year: 2 or 3
No. of Credits/Semester: 3
Mode of Tuition: Lecture-Tutorial
Teaching Hours: 3 Hours per week
Category in Major Prog.: Stream elective - CSIP, Behavioural Science, Discipline: Psychology
Prerequisite: BEH103 Introduction to Behavioural Science, BEH102/GEC302 Exploring Psychology in Western and Chinese Cultures, or Organizational Behaviour

Brief Course Description
This course focuses on different aspects of human behaviour in and related to the workplace to advance knowledge on the economic well-being of work organizations. A cross cultural perspective of industrial and organizational psychology, in particular China, will be provided.

Aims
The aims of the course are to equip students with psychological principles applied to human behaviour in organizations and work settings, and to help students to understand the development of industrial and organizational psychology in Western and Chinese societies.

Learning Outcomes:
Knowledge:
K1). To understand fundamental concepts and research findings of both industrial and organizational psychology
K2). To understand the cultural factors in affecting the I&O psychology across Chinese and Western cultures
K3). To understand key factors in affecting employees’ well-being

Skills:
S1). To apply knowledge to solve problems in organizational settings (e.g. recruitment, training, enhancing work motivation, promoting occupational health)
S2). To conduct basic research in organizational settings

Values:
V1). To cultivate positive work attitudes and behaviors (e.g. organizational citizenship behaviors) to students

Indicative Content
I. Introduction
   a. Development of industrial and organizational (I-O) psychology in Western countries
   b. Development of I-O Psychology in China: Influence of Chinese Cultural Traditions at Work
   c. Research Methods in studying I-O Psychology

II. Assessment of Job, Performance, and People
   a. Job Analysis
b. Performance Appraisal
c. Assessment Methods for Selection and Placement
d. Selecting & Training Employees

III. The Individual and the Organization
a. Theories of Employee Motivation
b. Job Satisfaction and Organizational Commitment
c. Productive and Counterproductive Employee Behaviour
d. Organizational Culture and Organizational Climate
e. Leadership and Power in Organizations

IV. The Work Environment
a. Physical Conditions and Psychosocial Factors at Work
b. Employee Safety and Health
c. Stress in the Workplace

Teaching Method
Lectures combined with tutorials. Students are expected to choose topics relating to I-O psychology in Greater China for presentations during tutorials. Audio-visual aids such as videos will be supplemented during lectures and tutorials.

Assessment of Learning Outcomes¹:
1. One mid-term test (20%), Tutorial [one term paper (15%), one oral presentation (10%), performance in tutorials (5%) or Service learning (30%), one final examination (50%)]
2. Students will be working in groups of two and report orally a research paper on a selected topic during tutorials
3. In addition to instructor’s grading, students will have to rate the performance of other groups
4. Students will have to submit a term paper on the selected topic

Required/Essential Readings

Recommended/Supplementary Readings

Books:

¹ Students shall be aware of the University regulations about dishonest practice in course work and the possible consequences as stipulated in the Regulations Governing University Examinations. According to Lingnan University and Social Sciences Programme policy, plagiarism is "presentation of another person's work without proper acknowledgment of the source". Plagiarism (unattributed copying) will be heavily penalised and may attract a zero mark and disciplinary action.


**Journal Articles/Book Chapters:**


Siu, O. L. (2001). Organizational Climate and Psychological Distress among General and Psychiatric Nurses in Hong Kong In J. de Jonge, P. Vlerick, A. Bussing, & W. B. Schaufeli (Eds.), *Organizational Psychology and Health Care at the Start of a New Millennium* (pp.39-54). Mering: Rainer Hampp Verlag.


Siu, O. L., Spector, P. E., Cooper, C. L., & Donald (2001). Age Differences in Coping
and Locus of Control: A Study of Managerial Stress in Hong Kong. *Psychology and Aging*, 16 (4), 707-710.


