MS IO PSY Special Topics for Summer and Fall 2022

Summer

PSY 9786  Summer Session 1: Monday, Tuesday, and Wednesday from 5:30 to 8:11 PM
Benkendorf  Topic: Emotions in Organizations
Online

This course begins with a survey of the nature of emotions and the various psychological theories of emotion and their application in organizational behavior and practice. Students will engage with an empirical literature that explores how affect (i.e., discrete emotions, moods, and affective personality) influences perceptions and drives behavior within organizations. Students will be encouraged to critically examine the published literature on emotions in organizational life with an eye toward generating new questions and ideas for future work in this area.

PSY 9786  Summer Session 2: Monday, Wednesday, and Thursday from 5:30 to 8:11 PM
Geiselmann  Topic: Organizational Change
Online

This course provides students with an overview of the concepts and practical applications of organizational change. Topics include the history, models and theoretical frameworks for understanding the types of organizational change, how change occurs, how people experience it, and how to channel its impact to create high performance. Special attention will be given to the analysis of real-world cases through readings, lectures as well as class and team discussions.

Fall 2022

PSY 9786  Wednesday 6:05 – 9:00 PM  Geiselmann
Elective Topic: Strategic Human Resource Management
In-person

This course introduces students to the concept of strategy and its practical applications in organizational HRM settings to optimize workforce value and contributions. A focus is placed on how to think systematically and strategically about managing the organization’s human assets and how to develop and implement policies and programs which achieve competitive advantage. Through readings, projects, case studies and discussions, students will develop insight into aligning human resource practices with the strategies and objectives of the organization, identifying the HR levers in the development of an effective HRM system, and recognizing how organizations and their strategies have succeeded or failed at optimizing the potential of their workforces. This course was previously titled Strategy and Its Implications for HRM.

PSY 9786  Thursday 6:05 – 9:00 PM  Geiselmann
Elective Topic: Leadership and Leadership Development
In-person

This course provides students with an overview of leadership in work organizations and how such talent is developed. A focus is placed on conceptual and theoretical foundations as well as practical issues and applications. Through lectures, discussions, projects, and case studies, students will develop insight into effective self-assessment and self-management, managing interpersonal interactions, situational analysis, and strategic planning to develop a leadership mindset.
In this course, students develop solutions to organizational problems from a behavioral perspective. Some of the topics covered include organizational diagnosis, identification of antecedents and consequences, development of a measurement and feedback system, goals and performance evaluation.

The course is designed to bring psychological and coaching concepts together. Students will learn how to effectively translate important psychological theories into coaching strategies and will develop an understanding of the role of coaching within the larger context of organizational performance and change. Areas covered will include coaching theory and knowledge, coaching skills and practices, coaching assessment tools, gathering feedback about individual and team performance and how to provide it.

In this course, students will examine short-lived fads and powerful trends in IO Psychology and management practices using several perspectives: (1) major forces shaping the trend/fad, (2) history, and (3) impact of each practice. The course is practice/applications focused: students will learn through hands-on activities, practice envisioning the future of IO Psychology/business practices, and work on strategic/broader perspectives on the science of IO Psychology.