

SS4719: INTRODUCTION TO INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

Effective Term

Semester A 2025/26

Part I Course Overview

Course Title

Introduction to Industrial and Organizational Psychology

Subject Code

SS - Social and Behavioural Sciences

Course Number

4719

Academic Unit

Social and Behavioural Sciences (SS)

College/School

College of Liberal Arts and Social Sciences (CH)

Course Duration

One Semester

Credit Units

3

Level

B1, B2, B3, B4 - Bachelor's Degree

Medium of Instruction

English

Medium of Assessment

English

Prerequisites

SS2028 Basic Psychology II; and SS3714 Social Psychology

Precursors

Nil

Equivalent Courses

Nil

Exclusive Courses

Nil

Part II Course Details

Abstract

This course aims to provide an overview of the domain of industrial and organizational psychology. The goals of the course are to help students acquire an understanding of the subject matter of the field, of career options, and to engage in a discovery process to generate creative solutions to issues and problems in the workplace with reference to the concepts and methods in behaviour at work.

Course Intended Learning Outcomes (CILOs)

| | CILOs | Weighting (if app.) | DEC-A1 | DEC-A2 | DEC-A3 |
|---|--|---------------------|--------|--------|--------|
| 1 | Describe the fundamental characteristics and research methods of industrial and organizational psychology; | 10 | | | |
| 2 | Apply the psychological concepts and interventions as related to individuals, jobs, work group and organizations in analysis of issues and problems in industrial/organizational psychology; | 40 | x | | |
| 3 | Devise creative strategies on how the assessments and interventions of I/O psychologists can enhance organization effectiveness and discover how to learn from psychological assessment to enhance self-development at work; and | 40 | x | x | |
| 4 | Evaluate critically professional and ethical issues in the practice of I/O psychology. | 10 | | | |

A1: Attitude

Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2: Ability

Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

A3: Accomplishments

Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

Learning and Teaching Activities (LTAs)

| LTAs | Brief Description | CILO No. | Hours/week (if applicable) |
|------|---------------------------------|--|----------------------------|
| 1 | Lecture | Students will actively participate in formal lectures to acquire a comprehensive understanding of the theories of industrial and organizational psychology. These lectures will serve as a foundation for students to grasp and apply I/O concepts effectively. Furthermore, students will engage in interactive exercises, discussions, and other class activities to actively apply and evaluate these concepts. | 1, 2, 3, 4 |
| 2 | Case Studies/Research Analyses | I/O cases or research findings will be discussed, analysed and reflected upon by students. Students will be facilitated to devise and generate creative solutions and new ideas to the cases. | 2, 3, 4 |
| 3 | Experiential Learning Exercises | Students will participate in experiential learning exercises to devise strategies to workplace problems/ issues and discover from psychological assessments as a pathway to self-development at work. | 2, 3, 4 |
| 4 | Group Project | Students will submit a project in groups by employing psychological methods of investigation to an issue or a problem in a specific area of Industrial/organizational psychology, with an emphasis on generating creative solutions to issues/problems at work. | 2, 3, 4 |

Assessment Tasks / Activities (ATs)

| | ATs | CILO No. | Weighting (%) | Remarks ("-" for nil entry) | Allow Use of GenAI? |
|---|---------------|------------|---------------|-----------------------------|---------------------|
| 1 | Participation | 2, 3, 4 | 8 | - | Yes |
| 2 | I/O Project | 2, 3, 4 | 27 | - | Yes |
| 3 | Term Paper | 1, 2, 3, 4 | 25 | - | No |
| 4 | Quiz | 1, 2, 3, 4 | 40 | - | No |

Continuous Assessment (%)

100

Assessment Rubrics (AR)**Assessment Task**

Participation

Criterion

Regularly attends class and arrives punctually. Actively participates throughout the duration of the class. Actively contributes to class discussions and activities. Engages with peers and responds to their ideas. Demonstrates active listening skills.

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Assessment Task

I/O Project

Criterion

Ability to apply, analyse and evaluate I/O concepts in work contexts. Ability to devise strategies for and learn from I/O assessments and interventions.

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Assessment Task

Term Paper

Criterion

Ability to apply, analyse and evaluate I/O concepts in work contexts. Ability to critically evaluate professional and ethical issues in the practice of I/O psychology. Ability to learn from I/O assessments and interventions.

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Assessment Task

Quiz

Criterion

Ability to understand the nature and research methods of industrial and organizational psychology. Ability to understand the concepts of industrial and organizational psychology. Ability to apply, analyse and evaluate I/O concepts in work context

Excellent (A+, A, A-)

High

Good (B+, B, B-)

Significant

Fair (C+, C, C-)

Moderate

Marginal (D)

Basic

Failure (F)

Not even reaching marginal levels

Part III Other Information

Keyword Syllabus

Introduction; Attitudes and Job Satisfaction; Emotions and Mood; Stress Management; Personality and Values; Perception and Individual Decision Making; Motivation Concepts; Foundations of Group Behavior; Organizational Culture; Leadership; Power and Politics; Conflict and Negotiation...

Reading List

Compulsory Readings

| Title | |
|-------|---|
| 1 | Robbins, S.P., & Judge, T. (2021). Organizational Behavior, Global Edition (Updated 18th ed.). Pearson. |
| 2 | Riggio, R. E. (2017). Introduction to industrial/organizational psychology, 7th edition, Routledge. |

Additional Readings

| Title | |
|-------|--|
| 1 | Division of Industrial-Organizational Psychology, Hong Kong Psychological Society http://www.diop.hkps.org.hk/ |
| 2 | American Psychological Association https://www.apa.org/ed/graduate/specialize/industrial |
| 3 | Professional Associations in Hong Kong https://libguides.lib.cuhk.edu.hk/c.php?g=253986&p=4190560 |