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Dear Dr. Sechrist,

This is in response to the comments on the PSYC 421 Revision proposal.

Comment 1: The catalog description is now revised and hopefully improved. It is now broken down into two sentences.

Comment 2: The language in the course objectives is changed, there are now seven points instead of six; and point 7 is broken down into two sentences. Also, the wording uses less iargon while maintaining professional accuracy.

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NEW SYLLABUS OF RECORD

I. Catalog Description

NSVC 421 — Psychology of Work

3 lecture hours

Job Description and Performance Measurement (six lectures)

1. Job description
2. Methods of job classification
3. Classical criterion theory
4. Traditional methods of performance measurement
5. Behaviorally based performance measurement
6. Multiple criterion measures

Test I (one lecture period)

Training programs: Needs analysis, theory, methods, evaluation (six lectures)

1. Introduction to the history of training; organization analysis
2. Task and person analysis
3. Survey of training techniques
4. First group project consultations and discussions
5. Learning theory and instruction theory
6. Designing a program evaluation

Test II (one lecture period)

Testing and Prediction in Industry (six lectures)

Psychological Issues in the Work Environment: Human Factors and Employee Well Being (six lectures)

2. Human factors psychology: Computers and operators
3. Human factors psychology: Workplace design
4. Quality of work life
5. Stress in the workplace

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VII. Bibliography

Aradit, M. G. (1999). Applied Industrial/Organizational Psychology (2nd ed.).

JUSTIFICATION/RATIONALE FOR THE REVISED

[REDACTED]

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Syllabus of "Record" - this is the only old syllabus available

PC 421 Psychology of Work

Spring 1999

Uhler 114 MWF 10:30-11:30
make an appointment.

Office: MW 3-4, TR 9:30-11. Always

Group Research Project

In groups of yet to be determined size,

(1) You will identify a business, agency, or similar outfit where there are employees and/or trainees. Group members: Immediately exchange phone numbers with the members of your group!

(2) In that organization conduct a training needs assessment, where you use what we will learn about needs assessment. You cannot and should not use all methods suggested in class, but the ones that

SCHEDULE

January

- 19 Orientation
- 21 Introduction: Applied Psychologists
- 24 Job Description
- 26 " "
- 28 Criterion Theory
- 31 Measurement of Job Performance

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14 Statistical and Judgmental Prediction
17 " , Validity Heterogeneity
19 Validity Heterogeneity

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7. Learning Theories (LT) I: Approaches

- a. Behavioral LT (BT)
- b. Cognitive LT (CT)
- c. Social-Cognitive LT (ST)

8. Learning Theory II: Instruction Theory

- a. Behavior Modification according to BT, CT, and ST
- b. Review of Conditioning Principles
- c. The Instructional Theory of Gagne:
 - Developing Human Abilities
 - i. Basic Concepts
 - ii. The Conditions of Learning
 - iii. Methods of Training

9. Program Evaluation Research

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2. Special issues in multiple regression
 - a. Moderator variables
 - b. Cut-off systems
 - c. Cross-validation

3. Statistical prediction II: Probability systems
 - a. Actuarial prediction
 - b. Selection, placement, & placement strategies
 - c. Individual and institutional expectancy