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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 jargon while maintaining professional accuracy.

p. 1 NEW SYLLABUS OF RECORD Catalog Description I. DEVC 401 Doughalogy of Mark

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)

megation and Dradiction in Industry (six lectures)



Psychological Issues in the Work Environment: Human Factors and

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

p. 4 VII. Bibliography Newadt M.C. _1000\ . Newlind Teductui-1/Ounniestin-1, , A , A . . .

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



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

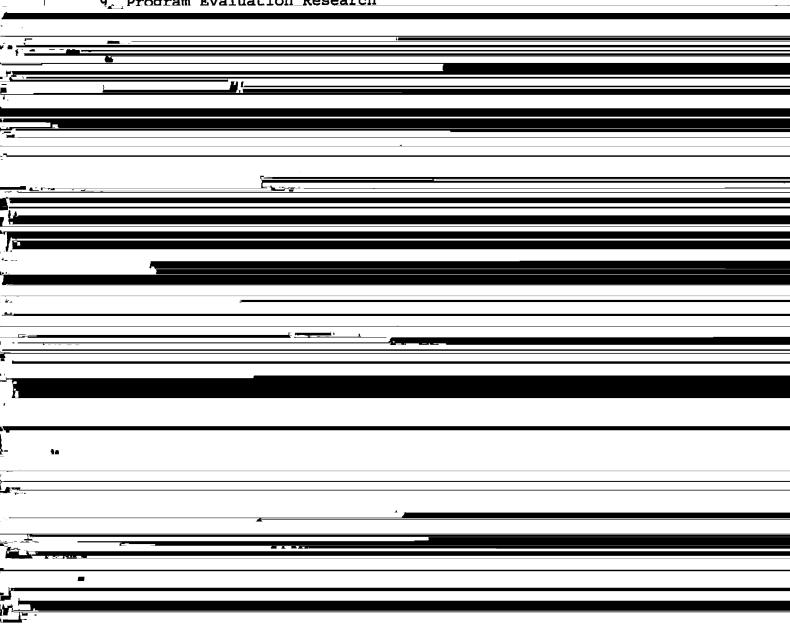
SCHEDULE	
January 19 Orientation 21 Introduction: Applied Psychologists 24 Job Description 26 " " 28 Criterion Theory	
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p. 9 14 Statistical and Judgmental Prediction 17 ", Validity Heterogeneity 19 Validity Heterogeneity 1 Project Consultations

- p. 11
- 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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	p. 12	
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	2. Special issues in multiple regression	
	a. Moderator variables	
	b. Cut-off systems	
	c. Cross-validation	
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li	3. Statistical prediction II: Probability systems	
	a. Actuarial prediction	
	b. Selection, placement, & placement strategies	
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