

VICTORY UNIVERSITY OF BANGLADESH  
DEPARTMENT OF BUSINESS ADMINISTRATION

**Course Profile**

BACHELOR OF BUSINESS ADMINISTRATION

COURSE TITLE: Industrial Psychology

COURSE CODE : HRM 439

**Description**

*This course is designed to provide an overview of I/O Psychology including individual, group, and organizational issues resulting in enhanced understanding of the world of business and related career concerns.*

**Course Objectives**

- *To introduce major topics and subspecialties including critical theory and research findings that have served to define the field of I/O psychology;*
- *To increase understanding of the complicated systems of individual and group psychological processes involved in the world of work;*
- *To connect the basic principles of Industrial / Organizational Psychology to Personnel and Human Resources management within organizations;*
- *To allow participants to explore ways in which individual career choices and work-life success can be improved through the benefits of I/O Psychology.*

**TextBooks**

1. *Landy, F.J. & Conte, J.M. (2007) Work in the 21st Century: An Introduction to Industrial and Organizational Psychology. Second Edition. Malden, MA: Blackwell Publishing.*
2. *Psychology Applied to Work, 9th edition, Paul M. Muchinsky, Hypergraphic Press*

**COURSE OUTLINES**

<b>Class</b>	<b>Particulars</b>
1 <sup>st</sup> Class	Introduction, Overview, History, Background, and Essentials of Industrial Psychology
2 <sup>nd</sup> Class	Individual Differences
3 <sup>rd</sup> Class	Using Assessments for Prediction
4 <sup>th</sup> Class	Job Analysis, Job Evaluation, and Employee Performance
5 <sup>th</sup> Class	Appraising Employees and Giving Feedback
6 <sup>th</sup> Class	Recruiting and Selecting Talent
7 <sup>th</sup> Class	<b>Presentation</b>
8 <sup>th</sup> Class	The Legal Context of Hiring and Firing Employees
9 <sup>th</sup> Class	Foundations of Learning and Training Employees
10 <sup>th</sup> Class	Management and Executive Development
11 <sup>th</sup> Class	<b>Class Test</b>
12 <sup>th</sup> Class	Employee Motivation: Applied Project Proposal Due
	<b>Mid-Term Examination</b>
13 <sup>th</sup> Class	Job Satisfaction and Commitment
14 <sup>th</sup> Class	Work Environment and Stress
15 <sup>th</sup> Class	Violence in the Workplace
16 <sup>th</sup> Class	Justice, Fairness and Diversity
17 <sup>th</sup> Class	Leadership
18 <sup>th</sup> Class	Executive Assessment and Succession Planning
19 <sup>th</sup> Class	<b>Presentation</b>
20 <sup>th</sup> Class	Groups and Teams
21 <sup>st</sup> Class	Teambuilding
22 <sup>nd</sup> Class	Theories of Organization, Climate and Culture
23 <sup>rd</sup> Class	Employee Relations, Conflict and Negotiation
24 <sup>th</sup> Class	Organizational Development and Change Management

## COURSE EVALUATION

Particulars	Weight	Marks
Works Sheet		
Class Attendance	10%	10
Class Tests	10%	10
Presentation	10%	10
Case Study/Field Work/Report Writing	5%	5
Mid-term Test	25%	25
Final Examination	40%	40
Grand Total	100%	100

## Grading System

Marks Obtained (out of 100)	Letter Grade		Grade Point (4 point scale)
80% and above	A+	(A plus)	4.00
75% to less than 80%	A	(A regular)	3.75
70% to less than 75%	A-	(A minus)	3.5
65% to less than 70%	B+	(B plus)	3.25
60% to less than 65%	B	(B regular)	3.00
55% to less than 60%	B-	(B minus)	2.75
50% to less than 55%	C+	(C plus)	2.50
45% to less than 50%	C	(C regular)	2.25
40% to less than 45%	D	(D regular)	2.00
Less than 40%	F	Fail	0.0

## COURSE CONDUCTION

<b>Semester &amp; Class Begin</b>	Summer, 2016 & 15 June, 2016
<b>Course Instructor</b>	Md. Shawan Uddin Assistant Professor Department of Business Administration
<b>Credit Hour/ Week</b>	3 Hours & 1.5 Hour/Class
<b>Total Lectures</b>	Nineteen
<b>Presentation Class</b>	Two
<b>Class Test</b>	One
<b>Case Study/Field Work</b>	Two
<b>Class Date &amp; Time</b>	Saturday, 9.30 AM-11.00 AM
	Sunday, 11.00 AM- 12.30 PM

<b>Mid-Term Schedule</b>	2 <sup>nd</sup> – 8 <sup>th</sup> August, 2016
<b>Final Examination</b>	29 <sup>th</sup> Sept. – 5 <sup>th</sup> October, 2016