

Course Title	: Industrial and Organizational Psychology
Course Code	: BEH325
Recommended Study year	: 2 or 3
No. of Credits/Semester	: 3
Mode of Tuition	: Lecture-Tutorial
Teaching Hours	: 3 Hours per week
Category in Major Prog.	: Stream elective - CSIP, Behavioural Science,
Discipline	: Psychology
Prerequisite	: BEH103 Introduction to Behavioural Science, BEH102/GEC302 Exploring Psychology in Western and Chinese Cultures, or Organizational Behaviour

Brief Course Description

This course focuses on different aspects of human behaviour in and related to the workplace to advance knowledge on the economic well-being of work organizations. A cross cultural perspective of industrial and organizational psychology, in particular China, will be provided.

Aims

The aims of the course are to equip students with psychological principles applied to human behaviour in organizations and work settings, and to help students to understand the development of industrial and organizational psychology in Western and Chinese societies.

Learning Outcomes:

Knowledge:

- K1). To understand fundamental concepts and research findings of both industrial and organizational psychology
- K2). To understand the cultural factors in affecting the I&O psychology across Chinese and Western cultures
- K3). To understand key factors in affecting employees' well-being

Skills:

- S1). To apply knowledge to solve problems in organizational settings (e.g. recruitment, training, enhancing work motivation, promoting occupational health)
- S2). To conduct basic research in organizational settings

Values:

- V1). To cultivate positive work attitudes and behaviors (e.g. organizational citizenship behaviors) to students

Indicative Content

- I. Introduction
 - a. Development of industrial and organizational (I-O) psychology in Western countries
 - b. Development of I-O Psychology in China: Influence of Chinese Cultural Traditions at Work
 - c. Research Methods in studying I-O Psychology
- II. Assessment of Job, Performance, and People
 - a. Job Analysis

- b. Performance Appraisal
 - c. Assessment Methods for Selection and Placement
 - d. Selecting & Training Employees
- III. The Individual and the Organization
- a. Theories of Employee Motivation
 - b. Job Satisfaction and Organizational Commitment
 - c. Productive and Counterproductive Employee Behaviour
 - d. Organizational Culture and Organizational Climate
 - e. Leadership and Power in Organizations
- IV. The Work Environment
- a. Physical Conditions and Psychosocial Factors at Work
 - b. Employee Safety and Health
 - c. Stress in the Workplace

Teaching Method

Lectures combined with tutorials. Students are expected to choose topics relating to I-O psychology in Greater China for presentations during tutorials. Audio-visual aids such as videos will be supplemented during lectures and tutorials.

Assessment of Learning Outcomes¹:

1. One mid-term test (20%), Tutorial [one term paper (15%), one oral presentation (10%), performance in tutorials (5%)] or Service learning (30%), one final examination (50%)
2. Students will be working in groups of two and report orally a research paper on a selected topic during tutorials
3. In addition to instructor's grading, students will have to rate the performance of other groups
4. Students will have to submit a term paper on the selected topic

Required/Essential Readings

Spector, Paul E., *Industrial and Organizational Psychology: Research and Practice*, 4th Edition, New York, John Wiley & Sons, 2006.

Recommended/Supplementary Readings

Books:

¹ Students shall be aware of the University regulations about dishonest practice in course work and the possible consequences as stipulated in the Regulations Governing University Examinations. According to Langan University and Social Sciences Programme policy, plagiarism is "presentation of another person's work without proper acknowledgment of the source". Plagiarism (unattributed copying) will be heavily penalised and may attract a zero mark and disciplinary action.

Arnold, J., Silvester, J., Patterson, F., Robertson, I., & Cooper C. L., & Burnes, B. *Work Psychology: Understanding Human Behavior in the Workplace*, 4th ed., Harlow, London: Pearson Education Ltd., 2005.

Clarke, S., & Cooper, C.L., *Managing the Risk of Workplace Stress*, London: Routledge, 2004.

Dipboye, R., Smith C. S. & Howell W. C., *Understanding Industrial and Organizational Psychology: An Integrated Approach*, Fort Worth: Harcourt Brace College Publishers, 1994.

Dunnette & Hough, *Handbook of Industrial and Organizational Psychology*, Chicago: Rand McNally College Publishing Co., 1990.

Furnham, A., *The Psychology of Behaviour at Work: The individual in the Organization*, London: UCL Press, 1997.

Geller, E.S., *The Psychology of Safety Handbook*, Boca Raton, Florida: Lewis Publishers, 2001.

Greenberg, J. & Baron R. A., *Behavior in Organisations: Understanding and Managing the Human Side of Work*, 5th ed., Prentice -Hall International, Inc. *Supplementary*, 1995.

Jewell, L. N., *Contemporary Industrial / Organizational Psychology*, 3rd ed., Pacific Grove, CA: Brooks/Cole Pub. Co., 1998.

Muchinsky, P. M., *Psychology Applied to Work*, 5th ed., Pacific Grove, CA: Brooks/Cole Publishing Co., 1997.

Psychosocial Factors at Work: Recognition & Control, Occupational Safety & Health Series No. 56, Geneva: International Labour Office, 1986.

Occupational Safety & Health Council (OSHC), *Work Stress Management DIY Kit*, 2nd Ed., Hong Kong: OSHC, 2006.

O'Donovan, I., *Organizational Behavior: A Psychological Approach to Behaviour*, London: Taylor & Francis, 1996.

Robins, J., & Judge, T.A. *Organizational Behavior*, Pearson Prentice Hall, New Jersey: Upper Saddle River, 2007.
(ISBN: 0-13-243156-4)

Rogelberg, S.G. (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (2 volume set), Sage Publications, Inc (August 18, 2006)
(ISBN-10: 1412924707, ISBN-13: 978-1412924702)

Schabracq, M., Cooper, C.L., Travers, C., & van Maanen, D., *Occupational Health Psychology: the Challenge of Workplace Stress*, Leicester, England: The British Psychological Society, 2001.

Schultz, D. P., & Schultz, S. E., *Psychology and Work Today*, 9th ed., New Jersey: Pearson Education, Inc., 2006.

Statt, D.A. *Using Psychology in Management Training: The psychological foundations of management skills*, London: Routledge, 2000.

Statt, D.A. *Psychology and the World of Work*, 2nd Edition, New York: Palgrave Macmillan, 2004.

Triandis, H. C., Dunnette M. D., & Hough L. M. (eds.), *Handbook of Industrial and Organizational Psychology*, 2nd ed., Palo Alto, Calif.: Consulting Psychologists Press Inc., Volume 1 to 4, 1994.

Journal Articles/Book Chapters:

Bhagat, R.S., Kedia, B.L., Crawford, S.E., & Kaplan, M.R. (1990). Cross-cultural issues in organizational psychology: Emergent trends and directions for research in the 1990s. In C.L. Cooper & I.T. Robertson (Eds.), *International Review of Industrial Psychology*, Vol. 5, Chapter 3.

Cass, M., Siu, O. L., Faragher, B., & Cooper, C. L. (2003). A Meta-Analysis of the Relationship between Job Satisfaction and Employee Health in Hong Kong. *Stress and Health*, 19, 79-95.

Dipboye, R. L., & Gaugler, B. B. (1993). Cognitive and behavioral processes in the selection interview. In N. Schmitt & W. C. Borman (Eds.), *Personnel selection in organizations* (pp. 135-170). San Francisco: Jossey-Bass.

Donald, I., & Siu, O. L. (2001). Moderating the Stress Impact of Environmental Conditions: The Effect of Organizational Commitment in Hong Kong and China. *Journal of Environmental Psychology*, 21(4), 353-368.

Ghorpade, J. (2000). Managing five paradoxes of 360-degree feedback. *Academy of Management Executive*, 14, 140-150.

Lu, C. Q., Siu, O. L., & Cooper, C. L. (2005). Managers' occupational stress in China: The role of self-efficacy. *Personality and Individual Differences*, 38, 569-578.

Rousseau, D. M. (1988). "The construction of climate in organizational research," in C. L. Cooper & I. T. Robertson (eds.), *International Review of Industrial & Organizational Psychology*, Chichester: John Wiley & Sons Ltd., pp. 139-158.

Siu, O.L., Spector, P. E., Cooper, C. L., & Lu, C. Q. (2005). Work stress, self-efficacy, Chinese work values and work well-being in Hong Kong and Beijing. *International Journal of Stress Management*, 12, 274-288.

Siu, O.L., Phillips, D. R., & Leung, T.W. (2004). Safety Climate and Safety Performance among Construction Workers in Hong Kong: The Role of Psychological Strains as Mediator. *Accident Analysis and Prevention*, 36(3), 359-366.

- Siu, O.L., Phillips, R. D., Leung, T. W.(2003). Age Differences in Safety Attitudes and Safety Performance in Hong Kong Construction Workers. *Journal of Safety Research*, 34, 199-205.
- Siu, O. L. (2001). Organizational Climate and Psychological Distress among General and Psychiatric Nurses in Hong Kong In J. de Jonge, P. Vlerick, A. Bussing, & W. B. Schaufeli (Eds.), *Organizational Psychology and Health Care at the Start of a New Millennium* (pp.39-54). Mering: Rainer Hampp Verlag.
- Siu, O. L. (2001). A Study of Safety Climate, Work Stress, and Safety Performance Among Construction Workers in Hong Kong: A Facet Approach. In: D. Elizur (ed.) *Facet Theory: Integrating Theory Construction with Data Analysis* (pp.311-322). Prague, Czech Republic: MATFYZPRESS.
- Siu O. L. (2002). Predictors of Job Satisfaction and Absenteeism in Two Samples of Hong Kong Nurses. *Journal of Advanced Nursing*, 40 (2), 1-13.
- Siu, O. L. (2002). Occupational Stressors and Well-being Among Chinese Employees: The Role of Organizational Commitment. *Applied Psychology: An International Review*, 51(4), 527-544.
- Siu, O. L., & Cooper, C. L. (1998). "A study of occupational stress, job satisfaction and quitting intention in Hong Kong firms: The role of locus of control and organizational commitment". *Stress Medicine*, 14, 55-66.
- Siu, O. L., Cooper, C. L., & Donald, I. (1997). "Occupational stress, job satisfaction, and mental health among employees of an acquired TV company in Hong Kong". *Stress Medicine*, 13, 99-107.
- Siu, O. L., & Donald, I. (1996). "Psychosocial factors at work and workers' health in Hong Kong: An exploratory study". *Bulletin of the Hong Kong Psychological Society January & July 1995*, 34/35, 30-56.
- Siu, O. L., Donald I. & Cooper C. L.(1997). "The use of occupational stress indicator (OSI) in Chinese factory workers," *International Journal of Stress Management*, Vol. 4, No. 3, 171-182.
- Siu, O. L., Lu, L., & Cooper, C. L. 1999. "Managerial stress in Hong Kong and Taiwan: A comparative study". *Journal of Managerial Psychology*, Vol. 14, No.1 & 2, 6-25.
- Siu, O.L., Lu, C.Q., & Spector, P.E. (2007). Employees' well-being in Greater China: The direct and moderating effects of general self-efficacy. *Applied Psychology: An International Review*, 56, 288-301.
- Siu, O.L., Spector, P.E., & Cooper, C. L. (2006). A three-phase study to develop and validate Chinese coping strategies scales in Greater China. *Personality and Individual Differences*, 41, 537-548.
- Siu, O. L., Spector, P. E., Cooper, C. L., & Donald (2001). Age Differences in Coping

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- Siu, O. L., Spector, P. E., Cooper, C. L., Lu, L., & Yu, S. F. (2002). Managerial Stress In Greater China: The Direct and Moderator Effects of Coping Strategies and Work Locus of Control. *Applied Psychology: An International Review*, 51(4), 608-632.
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- Spector, P. E., Cooper, C. L., Sanchez, J. I., Sparks, K., Bussing, A., Dewe, P., Lu, L., Miller, K., Renault de Moraes, L., O'Driscoll, M., Pagon, M., Pitariu, H., Poelmans, S., Radhakrishnan, P., Salgado, J., Siu, O. L., Stora, J. B., Vlerick, P., Westman, M., Widerszal-Bazyl, M., & Wong, P. (2002). The Pitfalls of Poor Psychometric Properties: A Reply to Hofstede's Reply to Us. *Applied Psychology: An International Review*, 51 (1), 174-178.
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- Wang, Z. M. (1994). "Culture, Economic Reform, and the Role of Industrial and Organizational Psychology in China" In Triandis, Dunnette, & Hough (Eds.), *Handbook of Industrial and Organizational Psychology*, Vol. 4, Chapter 14. Palo Alto, CA: Consulting Psychologists Press, Inc.