



## PSY: 404.01W I/O Psychology

Spring 2026

### INSTRUCTOR INFORMATION

Instructor: Leon King, MS, COTA

University Email Address: [Leon.King@tamuc.edu](mailto:Leon.King@tamuc.edu)

Preferred Form of Communication: E-mail is the best way to contact me

Office Hours: Monday Through Thursday 3:00 – 5:00 pm via Zoom

Communication Response Time: 24 hours Monday through Thursday and 48 hours Friday through Sunday

### COURSE INFORMATION

Materials – Textbooks, Readings, Supplementary Readings

Riggio, R. & Johnson, S. (2022). *Introduction to Industrial/Organizational Psychology* (8<sup>th</sup> ed.). ISBN: 978-0367699468

Bolles, R. (2022). *What Color Is Your Parachute?*. ISBN: 978-1984861207

Bolles, R. (2025). *What Color Is Your Parachute?: Job-Hunter's Workbook* (7<sup>th</sup> ed.). ISBN: 978-1984863607

### Course Description

This course applies behavioral science knowledge to professional organizations. The goal of this course is to understand how businesses can be designed so that both efficiency and the quality of employee life are improved. Topics will include employee selection, psychological testing, training and development, motivation, work stress and health, organizational design and change, consumer psychology, and engineering psychology. Finally, this course will serve as a guide to help the student learn how he/she fits within today's work environment as well as how to identify and search for gainful employment based on his/her strengths and opportunities for improvement.

*The syllabus/schedule are subject to change.*

## **Student Learning Outcomes:**

1. Students will learn about the fundamental theories and research in I/O psychology.
2. Students will think and write critically about the research in I/O psychology
3. Students will critically evaluate their strengths and weaknesses which makes them a unique addition to today's evolving workforce
4. Students will research, develop and plan both their educational and vocational goals based on their self-reflection/evaluation of their unique characteristics and at least one possible career choice based on evidence-based research within their chosen career choice

## **COURSE REQUIREMENTS**

### **Minimal Technical Skills Needed**

- Using the learning management system (D2L)
- Using Microsoft Word and PowerPoint - Using general Internet search engines (i.e., Google.com, Yahoo.com) to locate research related to topics.
- Accessing and using the East Texas A&M University Library electronic databases

### **Instructional Methods**

This class will be taught completely online and will not meet at any of the EATUM campuses. While students are allowed to work ahead, it is critical that students do not fall behind in this course as late work will not be accepted in this course without prior permission from the instructor and/or in true emergencies which will be evaluated on a case-by-case basis by the instructor. All lecture notes, quizzes, homework assignments and other projects will be made available through D2L and will be submitted through D2L as well.

### **Student Responsibilities or Tips for Success in the Course**

It is strongly recommended that students plan to work in this class for a minimum of nine hours per week. This is calculated based on this course being a three-credit hour course and it is expected that students should work a minimum of three hours per credit hour for a typical non-laboratory undergraduate college course. Students are expected to submit all class related work on time and reach out to the professor if questions arise through e-mail and if needed meet with the instructor via Zoom.

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## GRADING

Final grades in this course will be based on the following scale:

A = 90%-100%

B = 80%-89%

C = 70%-79%

D = 60%-69%

F = 59% or Below

|                                    |      |
|------------------------------------|------|
| Weekly Quizzes                     | 30%  |
| Flower Project                     | 30%  |
| Self-Guided Career Search          | 30%  |
| Discussion Board/Short Assignments | 10%  |
| Total:                             | 100% |

## Assessments

**Weekly Quizzes** – Each week students will take a short quiz over the chapter covered that week. The typical quiz will consist of approximately 20 questions that may consist of multiple choice, true/false, fill in the blank. Each quiz will be timed with students having 40 minutes to complete each quiz. I will drop your lowest quiz grade.

**Flower Project** – The flower project is the center/focus of the book, “What Color Is Your Parachute?” As the student reads the required book, (or listens to the book should the student decide to “read” the book through Audible) he/she will gain great insight into how to truly evaluate their unique skills, needs, and personality traits that they will take to the workplace. Therefore, each student will complete the Flower Project discussed at length in this book and will require the student to do some very deep self-reflection.

**Self-Guided Career Search** – Based on the student’s Flower Project and self-interests, the student will then apply material learned from the book “What Color Is Your Parachute,” and do a comprehensive review of what type of careers might be best suited for the student. The student will then need to select one career and further research their career choice through peer-reviewed articles from the library as well as interviews from professionals working in their chosen career. The student will then

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reflect on whether the career they choose is one that they feel would be a career to further consider or not.

**Discussion Board/Short Assignments** – A few times throughout the class, students will be expected to engage in discussion among their peers, conduct interviews, or attempt other career-based activities. Please follow directions provided on the discussion board prompt or short assignment posted in D2L.

## TECHNOLOGY REQUIREMENTS

### LMS

All course sections offered by Texas A&M University-Commerce have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements

LMS Requirements:

<https://community.brightspace.com/s/article/Brightspace-Platform-Requirements>

LMS Browser Support:

[https://documentation.brightspace.com/EN/brightspace/requirements/all/browser\\_support.htm](https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm)

Zoom Video Conferencing Tool

[https://inside.tamuc.edu/campuslife/CampusServices/CITESupportCenter/Zoom\\_Account.aspx?source=universalmenu](https://inside.tamuc.edu/campuslife/CampusServices/CITESupportCenter/Zoom_Account.aspx?source=universalmenu)

## ACCESS AND NAVIGATION

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or [helpdesk@tamuc.edu](mailto:helpdesk@tamuc.edu).

**Note:** Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

### Technical Support

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here:

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<https://community.brightspace.com/support/s/contactsupport>

## **COMMUNICATION AND SUPPORT**

If you have any questions or are having difficulties with the course material, please contact me by e-mail and I will respond to your emails. I will also meet students via Zoom as needed for further clarification and/or assistance on assigned projects within this course.

## **COURSE AND UNIVERSITY PROCEDURES/POLICIES**

### **Course Specific Procedures/Policies**

Late work will not be accepted unless prior approval by the instructor in advance, and/or in the event of a serious major life altering event such as hospitalization of student and/or family, death of family member, loss of housing, or university excused absence that is within the time frame suggested by the student advocacy department. All late assignments will automatically be granted a grade of zero. If the student has an excuse provided by the student advocacy department, the student and instructor will develop a plan together regarding make up assignments. Please note, loss of Internet at your house will not qualify for an extension on an assignment as you have ample locations throughout the town in which you live that provide free wi-fi in which case you can complete and upload assignments at any such location. Additionally, sporting events that student athletes compete in also do not qualify for an automatic extension of course work. It is expected that student athletes will adjust their schedule each week to meet the demands of their courses as well as their athletic obligations. Because this class meets online and the student athlete, like all other students in this course, have the option to work ahead, athletic events should not prevent the student from submitting assignments on time.

### **Syllabus Change Policy**

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

## **University Specific Procedures**

### **Student Conduct**

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct can be found at <https://www.tamuc.edu/student-code-of-conduct/>.

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If you believe someone has engaged in behaviors that do not align with the Code of Student Conduct or you have other concerns, please visit the File a Report page at <https://www.tamuc.edu/office-of-student-rights-and-responsibilities/concerns-incident-reporting/>

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum:  
<https://www.britannica.com/topic/netiquette>

### **Academic Integrity**

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

Undergraduate student academic dishonesty policy  
[Undergraduate Academic Dishonesty 13.99.99.R0.03](#)

Undergraduate student academic dishonesty policy  
[Undergraduate Student Academic Dishonesty Form](#)

Graduate student academic dishonesty policy:  
<https://inside.tamuc.edu/aboutus/policiesproceduresstandardsstatements/rulesProcedures/13students/graduate/13.99.99.R0.10.pdf>

Graduate student academic dishonesty form:  
<https://inside.tamuc.edu/academics/graduateSchool/faculty/GraduateStudentAcademicDishonestyForm.pdf>

### **TAMUC Attendance**

For more information about the attendance policy please visit the [Attendance](#) webpage.

### **Artificial Intelligence**

Texas A&M University-Commerce acknowledges that there are legitimate uses of Artificial Intelligence, Chatbots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course.

Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism).

Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided the student should assume that the use of such software is disallowed.

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In any case, students are fully responsible for the content of any assignment they submit, regardless of whether they used an AI, in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

## **Students with Disabilities-- ADA Statement**

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Services  
Velma K. Waters Library- Room 162

**Phone (903) 886-5930**

Fax (903) 468-8148

Email: [StudentDisabilityServices@tamuc.edu](mailto:StudentDisabilityServices@tamuc.edu)

**Website:** <http://inside.tamuc.edu/campuslife/campusServices/StudentDisabilityServices/default.aspx>

## **Mental Health and Well-Being**

The university aims to provide students with essential knowledge and tools to understand and support mental health. As part of our commitment to your well-being, we offer access to Telus Health, a service available 24/7/365 via chat, phone, or webinar. Scan the QR code to download the app and explore the resources available to you for guidance and support whenever you need it.



## **A&M-Commerce Supports Students' Mental Health**

The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit [www.tamuc.edu/counsel](http://www.tamuc.edu/counsel)

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## **Nondiscrimination Notice**

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

## **Campus Concealed Carry Statement**

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the [Carrying Concealed Handguns On Campus](#) document and/or consult your event organizer.

Web url:

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

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## Department or Accrediting Agency Required Content

### COURSE OUTLINE / CALENDAR

| <b>Week:</b> | <b>Date:</b> | <b>Topic:</b>                                    | <b>Readings:</b>  | <b>Assignments:</b>    |
|--------------|--------------|--|---|------------------------|
| 1            | 1/12 - 1/17  | Introduction                                     | IOP: Ch. 1 Intro to I/O Psychology, WCP: Ch. 1 Welcome to job search            | Quiz, Discussion Board |
| 2            | 1/18 - 1/24  | Research, Job Search                             | IOP: Ch. 2 Research in I/O, WCP: Ch. 2 Job search is hard work                  | Quiz, Discussion Board |
| 3            | 1/25 - 1/31  | Employment Planning, Dealing with Challenges     | IOP: Ch.3 Pre-employment, WCP: Ch. 3 Dealing with challenges                    | Quiz, Discussion Board |
| 4            | 2/1 - 2/7    | Assessing Employees, Choosing a career           | IOP: Ch. 4 Assessing Employees, WCP: Ch. 4 How to choose a career               | Quiz, Discussion Board |
| 5            | 2/9 - 2/14   | Evaluating Performance, Intro to Flower Exercise | IOP: Ch. 5 Evaluating Employee Performance, WCP: Ch. 5 Intro to Flower Exercise | Quiz, Discussion Board |
| 6            | 2/15 - 2/21  | Employee Training, Flower Exercise               | IOP: Ch. 6. Employee Training, WCP: Ch. 6 Flower Exercise                       | Quiz, Discussion Board |
| 7            | 2/22 - 2/28  | Motivation, Petal 1                              | IOP: Ch. 7 Motivation, Start Flower Exercise                                    | Quiz, Petal 1          |
| 8            | 3/1 -3/7     | Employee Attitude, Petal 2                       | IOP: Ch. 8 Positive Employee Attitude, Flower Exercise                          | Quiz, Petal 2          |

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|    |             |                                 |   |  |
|----|-------------|---------------------------------|---|--|
| 9  | 3/8 - 3/14  | Spring Break                    | No Readings                                       | No Assignments   |
| 10 | 3/15 - 3/21 | Worker Stress,<br>Petal 2       | IOP: Ch. 9 Employee<br>Stress, Flower<br>Exercise | Quiz, Petal 3  |
| 11 | 3/22 - 3/28 | Flower Exercise                 | No Readings                                       | Petals 4, 5  |
| 12 | 3/29 - 4/4  | Flower Exercise                 | No Readings                                       | Petals 6, 7  |
| 13 | 4/5 - 4/11  | Flower Exercise                 | No Readings                                       | Flower Exercise Is Due                                 |
| 14 | 4/12 - 4/18 | Career Search<br>Project Starts | No Readings                                       | Work on Career Search<br>Project                       |
| 15 | 4/19 - 4/25 | Career Search<br>Project        | No Readings                                       | Work on Career Search<br>Project                       |
| 16 | 4/26 - 4/2  | Career Search<br>Project        | No Readings                                       | Work on Career Search<br>Project                       |
| 17 | 4/3 - 4/8   |                                 |   | Career Search Project<br>Due Sunday 4/3 by 11:59<br>PM |

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