



Course Specifications

Course Title:	Industrial Psychology
Course Code:	ADMN 416
Program:	Bachelor of Business Administration
Department:	Department of Business Administration
College:	College of Business Administration
Institution:	Jazan University

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A. Course Identification

1. Credit hours:	3 hours per week
2. Course type	
a.	University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others
b.	Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
3. Level/year at which this course is offered: Level 8/Year4	
4. Pre-requisites for this course (if any): NO	
5. Co-requisites for this course (if any): NO	

6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	33	100%
2	Blended		
3	E-learning		
4	Distance learning		
5	Other		

7. Contact Hours (based on academic semester)

No	Activity	Contact Hours
1	Lecture	33
2	Laboratory/Studio	
3	Tutorial	
4	Others ()	
	Total	33

B. Course Objectives and Learning Outcomes

1. Course Description

Industrial psychology is a scientific study of human behavior in organizations and workplace. The main purpose of this course is to teach the students how to make the work interesting and inspiring so that everyone puts forth his best in an organization.

2. Course Main Objective

- 1- To develop deep insight among the students towards industrial psychology.
- 2- To acquire theoretical knowledge of psychology (personnel, organization stress-motivation- reward....).
- 3- Enhancing insight in the own (work) behavior and that of others.

3. Course Learning Outcomes

	CLOs	Aligned PLOs
1	Knowledge and Understanding	

CLOs		Aligned PLOs
1.1	Describe the concepts, characteristics, and scope of Industrial Psychology	K1
1.2	Identify the ideas concerning industrial psychology including job satisfaction, job analysis, training and development and motivation.	K1
1.3		
2	Skills :	
2.1	Appraise the relationship between work environment and Physical social stress	S1
2.2	Evaluate the methods used to enhance the attitudes of employees to their jobs and organizations.	S3
2.3	Practice an innovative critical thinking to solve complex business problems related with workers psychology.	S3
3	Values:	
3.1	Demonstrate the importance of organizational leadership in developing proper work environment.	V1
3.2		
3.3		
3...		

C. Course Content

No	List of Topics	Contact Hours
1	Unit-1. Introduction, Concept and Meaning of Industrial Psychology	3
2	Unit-1. Characteristics and scope of Industrial Psychology.	3
3	Unit-1. Scope of Industrial Psychology.	3
0	Self-study (Homework, case studies, research papers)	0
4	Unit-2. Recruitment and Selection	3
5	Unit-2. Performance Management	3
6	Unit-2. Training and Development. Revision of Midterm Exam (Unit 1,2)	3
0	Self-study (Homework, case studies, research papers)	0
7	Unit-3. Motivation	3
0	Unit-3. Job satisfaction	3
8	Unit-3. Job analysis	3
9	Unit-4. Physical and social stress, Work environment Industrial, accidents and safety, Vocational guidance.	0
10	Self-study (Homework, case studies, research papers).	3
11	Revision of all units	3
Total		33

D. Teaching and Assessment

1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

CLOs		Teaching Strategies	Assessment Methods
1	Knowledge and Understanding		
1.1	Describe the concepts, characteristics, and scope of Industrial Psychology	<ul style="list-style-type: none"> Lectures 	<ul style="list-style-type: none"> Essay
1.2	Identify the ideas concerning industrial psychology including job satisfaction, job analysis, training and development and motivation.	<ul style="list-style-type: none"> Brainstorming Lecture 	<ul style="list-style-type: none"> MCQs Fill in the Blanks
1.3			
2	Skills :		
2.1	Appraise the relationship between work environment and Physical social stress	<ul style="list-style-type: none"> Problem Solving 	<ul style="list-style-type: none"> Essay
2.2	Evaluate the methods used to enhance the attitudes of employees to their jobs and organizations.	<ul style="list-style-type: none"> Case Studies Problem Solving 	<ul style="list-style-type: none"> Essay
2...	Practice an innovative critical thinking to solve complex business problems related with workers psychology.	<ul style="list-style-type: none"> Reflective Discussion 	<ul style="list-style-type: none"> Essay Peer Evaluation
3	Values:		
3.1	Demonstrate the importance of organizational leadership in developing proper work environment.	<ul style="list-style-type: none"> Group Work Reflective Discussion 	<ul style="list-style-type: none"> Essay Presentation
3.2			

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	MidtermExam	Week 6-7	30%
2	Assignments & Quizzes	4-10	10%
3	Attendance & Participation	1-11	10%
4	Final exam	12-13	50%
	Total		100%

*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

E. Student Academic Counseling and Support

Arrangements for availability of faculty and teaching staff for individual student

consultations and academic advice :

- Faculty members are required to set and announce their office hours, at their offices, during lectures, via course outlines and via department website and via e-learning sites.
- Faculty members required to arrange extra hours for gifted students or program for low achievers.
- Faculty members required to maintain proper contact with students through Email.

F. Learning Resources and Facilities

1. Learning Resources

Required Textbooks	<ul style="list-style-type: none"> • Introduction to Industrial/organizational Psychology, Ronald E. Riggio, Pearson Publication, 2016 • Industrial/Organizational Psychology: Understanding the Workplace Sixth Edition by Paul Levy ,Macmillan Learning, 2019 • Industrial Psychology, Tiffin , J, and McCORMIK, E., McMillan Publication, 2008. • Industrial – Organizational Psychology, Aamodt , Michael G, Wads Worth Publication., 2009
Essential References Materials	<ul style="list-style-type: none"> • Industrial Psychology, Harell ,T.S, ThomsonPublication, 2007
Electronic Materials	<ol style="list-style-type: none"> 1- Ebsco Business Source Premier: A database containing several hundred key business and management journals with full text articles updated daily. 2- Course wore: specific research report resources and document, selectively posted to complement and build upon materials available in proctors methodological text. Such documentation will typically be posted regularly. 3- www.decalibrary.org 4- www.ipl.org 5- www.emc.com
Other Learning Materials	<p>Research in Industrial and Organizational Psychology From 1963 to 2007: Changes, Choices, and Trends, Wayne F. Cascio and Herman Aguinis, Journal of Applied Psychology, Vol. 93, No. 5, 1062–1081, 2008.</p> <p>Theory and practice in Industrial Psychology, Augustyn&Cillié, SA Journal of Industrial Psychology, Vol. 34 No. 1 pp. 70 – 75, 2008</p>

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classrooms to facilitate student engagement, collaboration and connection between lecturer and student with :

Item	Resources
	<ul style="list-style-type: none"> • Movable tables and chairs conducive to group discussion and group work. • Good lighting control.
Technology Resources (AV, data show, Smart Board, software, etc.)	<ul style="list-style-type: none"> - Smart classroom equipment including data show. - Instructor station with Tablet PC-like technology. - Multiple electronic display surfaces (LCD projectors, etc.). - Reliable network connectivity. - Laptop connection for instructor and student hook ups. - Electrical Outlets.
Other Resources (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Nil

G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
Effectiveness of teaching and assessment	Faculty, Program Leaders	Direct & Indirect
Extent of achievement of course learning outcomes	Faculty	Direct
Quality of learning resources	Student, Faculty & Program Leader	Direct

Evaluation areas (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

Evaluators (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

Assessment Methods (Direct, Indirect)

H. Specification Approval Data

Council / Committee	Department Council
Reference No.	2301-09-ADMN416
Date	13/09/2022

