

WESTERN UNIVERSITY
LONDON CANADA

Department of Psychology
Fall 2026

Psychology 2061A Section 001

Psychology at Work

1 Calendar Description

This course introduces students to the field of industrial and organizational (I/O) psychology and its contributions to enhanced organizational effectiveness and quality of work life. I/O psychology offers an evidence-based approach to hiring, training, performance management, and leadership, and provides insight into the motivation and behaviour of individuals and teams.

Antirequisites: Psychology 2660A/B, Psychology 2060

Prerequisites: NA

3 lecture hours; Course Weight: 0.5

Unless otherwise stated, students are responsible for ensuring that they have successfully completed all prerequisites prior to enrolling. Where prerequisites have not been met, the instructor may require the student to withdraw from the course. In accordance with Western policy, this decision is not subject to appeal.

In the event of a discrepancy between this outline and Senate or University policies, the latter shall prevail. The instructor reserves the right to modify elements of this course outline for pedagogical or operational reasons. Any such changes will be communicated to students in a timely manner.

2 Course Information

Instructor: Dr. Alex Benson
Office & Phone: SSC 8408, 519-661-2111 x85895
Office Hours: Monday 2:00pm-3:00pm
Email: abenson3@uwo.ca

Teaching Assistant: TBD
Office: TBD
Office Hours: TBD

Email: TBD

Time and Location of Classes: Monday, 9:30am-12:30pm,

3 Course Materials

Assigned readings will be posted to OWL. Please see the class schedule below for which weeks have assigned readings. The week prior to an assigned reading, I will spend a few minutes at the end of the lecture going over key guiding questions to consider while reading the paper. The content of each reading is testable material. There is no textbook for this course.

4 Course Objectives and Learning Outcomes

The following table outlines the course learning outcomes and how they are assessed.

Learning Outcome	Learning Activity	Assessment
Depth and Breadth of Knowledge Identify and describe major concepts, theories, and topics in I/O psychology.	Weekly lectures, assigned readings, practice quizzes, and class discussions.	Multiple choice and short answer exams.
Knowledge of Methodologies Recognize methodological issues important to the study of I/O psychology.	Weekly lectures, assigned readings, practice quizzes, and class discussions.	Multiple choice and short answer exams
Application of Knowledge Apply concepts and theories in I/O psychology to real workplace problems	Weekly lectures, assigned readings, and class discussions.	Multiple choice and short answer exams

5 Evaluation

Midterm 1 (30%). Inclusive of all lectures and readings up to October 5. Multiple choice and short answer format.

Midterm 2 (30%). Inclusive of all lectures and readings after Midterm 1 and up to November 16. Multiple choice and short answer format.

Final exam (40%). Testable content includes all material covered throughout the term (i.e., the final exam is cumulative). However, there will be an emphasis on the material covered after the second midterm. It will be worth 40% of your final mark. Multiple choice format.

The evaluation and testing formats for this course were created to assess the learning objectives as listed in section 4 and are necessary for meeting these learning objectives. All evaluations

listed in this course outline are required components of the course and together account for 100% of the final grade. Weightings and assessment formats may be adjusted where required to support course learning objectives, with appropriate notice to students.

Policy on Missing Coursework

Midterm 1 and Midterm 2: There will be no makeup exams for the midterms. If you have an excused absence and are unable to write a midterm exam, then that portion of your course grade will be reassigned to the relevant portion of the final exam (i.e., the portion of the final exam that covers the material tested on the missed midterm). If you have a non-excused absence and you do not write the midterm, you will receive a grade of 0.

Final exam: If you have an excused absence and are unable to write the final exam (i.e., academic counselling-approved documentation), then you will write an alternative version of the final exam, with the time and date to be determined. The final exam makeup may be in a different format (e.g., short-answer, essay) from the regular exam. If you have a non-excused absence and you do not write the final exam, you will receive a grade of 0.

Students who encounter extenuating circumstances affecting their academic responsibilities may submit a request for academic consideration in accordance with Western University's Academic Consideration policies. Requests must be submitted through the [Student Absence Portal](#) and may require supporting documentation.

Course grades within the Psychology Department are expected to be distributed around the following averages:

70%	1000-level to 2099-level courses
72%	2100-2999-level courses
75%	3000-level courses
80%	4000-level courses

In the event that course grades are significantly higher or lower than these averages, instructors may be required to make adjustments to course grades. Such adjustment might include the normalization of one or more course components and/or the re-weighting of various course components.

Policy on Grade Rounding

Course grades are rounded to the nearest whole number. No additional assignments will be offered to enhance a final grade. Requests to change a grade because it is needed for a future program will not be considered.

6 Assessment/Evaluation Schedule

Exam	Date	Time:	Location
Midterm 1	Monday, October 5	9:45am-11:05am*	See OWL announcement for class location
Midterm 2	Monday, November 16	9:45am-11:05am*	See OWL announcement for class location
Final Exam	During the final exam period (Dec 11-22), but exact date and location to be determined by the office of the registrar.	2 hours in length, TBA	TBA, See OWL announcement for class location

Note. *The midterms will begin 15 minutes after our regular class begins to allow proctors to set-up the exams in the room. Please wait outside the classroom until you are invited in by the proctors or professor.

7 Class Schedule

Dates	Topics Covered	Readings	Assignment
Sep. 14	1. History of I/O and Research Methods	Article: "The World of HR Is Changing Rapidly: I-O Psychology Can Help"	
Sep. 21	2. Job Analysis, Recruitment, and Selection	Article: "What We Know About the Candidate Experience: Research Summary and Best Practices for Applicant Reactions"	Practice Quiz 1 (see below for more details)
Sep 28	3. Performance Management		Practice Quiz 2 (see below for more details)
MIDTERM 1 (Oct. 5, 9:45am, see OWL announcement for class location)			
Oct. 12 Reading Week			
Oct. 19	4. Mentoring, Training, and Socialization	Article: "The Kirkpatrick model: Past, present, and future."	
Oct. 26	5. Workplace Diversity and AI	Article: "Developing & delivering effective anti-bias training: Challenges & recommendations"	Practice Quiz 3 (see below for more details)

Nov. 2	6. Attitudes and Emotions		
Nov. 9	7. Motivation and Stress	---	Practice Quiz 4 (see below for more details)
MIDTERM 2 (Nov. 16, 9:45am, see OWL announcement for class location)			
Nov. 23	8. Power and Status		
Nov. 30	9. Leadership and Followership	Article: "Why followership?"	Practice Quiz 5 (see below for more details)
Dec. 7	10. Work group dynamics	---	
EXAM PERIOD (Dec. 11 – 22)			

What are Practice Quizzes?

Five short practice quizzes will be administered asynchronously via OWL throughout the term. Practice Quizzes do not count toward your course grade and are completely optional. I strongly encourage you to complete them after reviewing course material as a way to test your knowledge, which will ultimately improve your retention of the material for the midterms and final exam. Each quiz consists of 4-6 questions and you will have 15 minutes to complete the quiz once you begin. Quiz answers will be posted once you have completed the quiz.

8 Academic Integrity

Scholastic offences are treated seriously at Western University. Students are expected to understand and comply with the University's standards of academic integrity. Scholastic offences may result in penalties up to and including expulsion from the University. Please read [Western's Scholastic Offences](#) policy for definitions and examples of Scholastic offences.

Statement on Use of Electronic Devices

Electronic devices can be used during lectures but please be respectful in the use of your phones. Phones should be on silent and no recording during lectures is allowed without previous permission.

All electronic devices are strictly prohibited during midterms and exams.

Use of AI

Responsible use of artificial intelligence (AI) tools is **permitted** in this course as a support for learning, not as a substitute for critical thinking or scholarly work. All use of artificial intelligence tools must comply with Western University's academic integrity standards.

Students may use AI tools (e.g., ChatGPT, Claude, Copilot) for:

- Brainstorming ideas or refining research questions
- Improving clarity, grammar, or organization
- Preliminary or background exploration of topics

AI must not be used to:

- Generate full drafts or final versions of assignments
- Replace analysis, interpretation, or synthesis
- Fabricate, misrepresent, or cite sources that the student has not independently consulted
- Bypass engagement with course materials

You are ultimately responsible for all work submitted under your name. AI output should be critically evaluated, substantially revised, and integrated thoughtfully, not copied verbatim.

All written assignments must include a brief AI Usage Statement, indicating:

- Which tools were used (if any)
- The purpose for which they were used
- How the output was modified and incorporated

Assignments submitted without an AI Usage Statement will not be accepted. Misuse of AI or failure to disclose its use may constitute a scholastic offence and will be addressed in accordance with Western University's academic integrity policies. Students are responsible for ensuring that all work complies with Western's scholastic integrity standards.

Multiple Choice Exams

Computer-marked multiple-choice tests and/or exams will be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating.

Personal Response Systems ("Clickers")

To facilitate discussion and participation, we will be using iClicker. This is a free app (Western has purchased a university subscription). Please refer to <https://wts.uwo.ca/iclicker/index.html> for additional information on how to set-up your free account. You may download the app to any of your smart devices or laptop. No marks will be attached to the use of iClicker, although the questions will cover testable materials. The main purpose of iClicker is to optimize student engagement and connect abstract theoretical ideas to concrete examples and/or issues in the workplace. Your participation is voluntary and all responses will be anonymous.

In classes that involve the use of a personal response system, data collected will only be used in a manner consistent to that described in this outline. It is the instructor's responsibility to make every effort to ensure that data remain confidential. However, students should be aware that as with all forms of electronic communication, privacy is not guaranteed.

9 Academic Accommodations and Accessible Education

Western University is committed to providing an accessible learning environment. Students with disabilities or medical conditions requiring accommodation are encouraged to contact Accessible Education as early as possible. Accommodations will be implemented in accordance with University policy. Please review [Western's policy on academic accommodations](#) for student with disabilities. Accessible Education provides supports and services to students with disabilities at Western. If you think you may qualify for ongoing accommodation that will be recognized in all your courses, visit [Accessible Education](#) for more information. Email: aew@uwo.ca Phone: 519 661-2147

10 Absence & Academic Consideration

Please review Western's policy on [Academic Considerations](#):

11 Other Information

Helpful Websites

- Western's academic policies are available at the [Office of the Registrar](#).
- Departmental policies are available at the [Psychology Department website](#).
- Learning supports available at [Learning Development & Success](#).

Well-being

Western University provides a range of supports to promote student well-being. Students are encouraged to seek assistance when needed. Students who are in emotional/mental distress should refer to [Health and Wellness at Western](#) for a complete list of options about how to obtain help. Please contact the course instructor if you require material in an alternate format or if you require any other arrangements to make this course more accessible to you.

Grade Appeals

If you wish to appeal a grade, please read the [policy documentation](#) on requests for relief. Please first contact the course instructor. If your issue is not resolved, you may make your appeal in writing to the Undergraduate Chair in Psychology (psyugrd@uwo.ca).

Copyright Statement

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