



School of Graduate and Professional Studies | Applied Psychology

APY 3030 Industrial-Organizational Psychology

3 Units

Spring 2026 Quad 2

Modality: Online, Asynchronous

Information	Specifics for the Course
Instructor title and name:	Professor Sabrina Cerdenola
Phone:	
Email:	scerdeno@pointloma.edu
Office location and hours:	Zoom by appointment

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Course Description

Explore the psychological dynamics of organizations, focusing on topics such as organizational behavior, leadership, and workplace dynamics. This course equips students with insights into understanding and

enhancing psychological well-being and effectiveness of individuals and groups within organizational settings.

Program and Course Learning Outcomes

In this course, you will demonstrate the following Program Learning Outcomes, which also outline what you've begun to develop across your studies in the B.A. in Applied Psychology program:

1. **Holistic Understanding:** Demonstrate a holistic understanding of applied psychology, integrating personal, educational, health, and societal dimensions in their analysis and application of psychological principles.
2. **Practical Application:** Apply psychological theories, methodologies, and interventions to real-world contexts, effectively addressing contemporary professional challenges and opportunities.
3. **Social Impact:** Critically evaluate and apply psychological principles to promote positive social change, advocating for ethical and evidence-based practices that contribute to the well-being of individuals and communities
4. **Personal Growth:** Cultivate social and emotional intelligence skills, demonstrating self-awareness, empathy, and resilience in personal and social interactions, and integrating these skills into their professional practice.
5. **Cultural Competence:** Demonstrate cultural and intellectual humility by recognizing and respecting individual differences and their cultural origins, and effectively navigating diverse and dynamic environments with sensitivity and inclusivity.

After completing APY 3030, you will be able to:

1. Explain and discuss key concepts and theories of Industrial-Organizational Psychology, including employee selection, motivation, leadership, organizational culture, and performance management, displaying a fundamental understanding of the discipline and its scope.
2. Apply psychological theories and research methods to address real-world workplace issues, including employee motivation, job satisfaction, team dynamics, and organizational change.
3. Critically evaluate the quality, relevance, and ethical considerations of research studies in Industrial-Organizational Psychology, displaying the ability to apply and assess evidence-based practices in organizational settings.
4. Compare and critique key methods used in employee selection (e.g., interviews, tests, assessments) and performance evaluation (e.g., 360 feedback), understanding their effectiveness, fairness, and limitations in practice.
5. Analyze various leadership styles and how organizational culture can influence employee behavior, job satisfaction, and performance.
6. Communicate the importance of diversity and inclusion in the workplace and propose strategies for fostering an inclusive and equitable organizational

environment, demonstrating understanding of the impact of DEI initiatives on organizational effectiveness, employee well-being, and organizational outcomes.

Required Texts and Recommended Study Resources

Students are responsible for having the required course textbooks prior to the first day of class. You are encouraged to begin reading the books in preparation for the class as soon as possible.

Required Texts

- **Psychology and Work: An Introduction to Industrial and Organizational Psychology**
 - By [Donald M. Truxillo](#), [Talya N. Bauer](#), [Berrin Erdogan](#)
 - ISBN 9780367151287
- **Work Rules!: Insights from Inside Google That Will Transform How You Live and Lead**
 - By Laszlo Bock
 - ISBN 9781455554799 1455554790

Supplemental Materials

All supplemental materials posted on this course site (including articles, book excerpts, or other documents) are provided for your personal academic use. These materials may be protected by copyright law and should not be duplicated or distributed without permission from the copyright owner.

Course Credit Hour Information

Students will spend a minimum of 37.5 participation hours per credit hour on their coursework. This is a three-unit course, which The time expectations for this course are shown below:

Category	Total Hours
Reading/ Required Resources	40
Discussions	20
Collaborating (Group Project)	28
Personalizing (Personal Project)	25
Total Time	112.5

Assessment and Grading

Student grades will be posted in the Canvas gradebook as soon as they are available. It is important to read the comments posted in the gradebook as these comments are intended to help students improve

their work. Final grades will be posted by the due date as posted in the Academic Calendar. Grades will be based on the following:

Grading Scale

A	B	C	D	F
A 93-100	B+ 87-89	C+ 77-79	D+ 67-69	F Less than 59
A- 90-92	B 83-86	C 73-76	D 63-66	
	B- 80-82	C- 70-72	D- 60-62	

Assignment Weighting and Description

Assignment Type	Percentage	Description
Assignments	15%	Reflection and discussions with peers, sharing your understanding and knowledge of the assigned readings. Surveys for the course to provide feedback
Personal Project	30%	Weekly milestones for the personal project
Group Project	25%	Weekly milestones for the group project
Personal Project Final Submission	15%	The Personal Project Final submission is a written report and presentation job analysis of an organization of interest. The students are to address the purpose of the job, key tasks, responsibilities, and methods for hiring in this field. In addition, identify the required knowledge, skills, abilities, and other characteristics for this field (KSAO)
Group Project Final Submission	15%	The Group Final submission is a comprehensive written report and presentation on a real organization (can be non-profit, for-profit, campus organization, like a club, a church environment) to diagnose and identify an organizational issue (e.g., leadership challenges, team dynamics, employee retention) and propose evidence-based solutions using industrial-organizational theories found in the book.

Assignment Type	% Weight
Assignments (this can include discussions and potentially any other misc assignments)	15
Personal Project	30
Group Project	25
Personal Project Final Submission	15
Group Project Final Submission	15
Total	100%

Professionalism Criteria

Professionalism includes:

- **Timeliness:** Submitting assignments and participating in discussions promptly.
- **Adherence to Guidelines:** Following instructions and maintaining academic integrity.
- **Respectful Communication:** Demonstrating courtesy and constructive interaction in discussions and collaborations.
- **Engagement in Peer Interactions:** Actively participating in collaborative projects and showing consideration for group members.
- **Commitment to Coursework:** Consistent, dedicated engagement with readings, assignments, and discussions.

Late Assignments

All assignments are expected to be submitted by the due dates to ensure timely progression through course material and maintain professionalism. Late submissions will incur a 10% reduction of possible points for each day an assignment is late, and assignments will not be accepted for credit four days after the due date. Consistent late submissions may impact the professionalism grade in addition to the loss of points for the specific assignments. Assignments are considered late if submitted after the due date and time (Pacific Time). No assignments will be accepted after midnight on the last Sunday of class.

Exceptions for extenuating circumstances must be pre-approved by the instructor, and maintaining consistent communication and adherence to deadlines is expected as part of the professionalism criteria.

PLNU Spiritual Care

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our Graduate and Adult Undergraduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain who is available during class break times across the week. If you have questions or a desire to meet or share any prayer requests with the onsite chaplain, you may email Dr. Sylvia Cortez Masyuk at scortezm@pointloma.edu.

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

State Authorization

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map on [State Authorization](#) to view which states allow online (distance education) outside of California.

PLNU Copyright Policy

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU Recording Notification

In order to enhance the learning experience, please be advised that this course may be recorded by the professor for educational purposes, and access to these recordings will be limited to enrolled students and authorized personnel.

Note that all recordings are subject to copyright protection. Any unauthorized distribution or publication of these recordings without written approval from the University (refer to the Dean) is strictly prohibited.

PLNU Academic Honesty Policy

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. For all student appeals, faculty and students should follow the procedures outlined in the

University Catalog. See [Adult Undergraduate Academic and General Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

During the first week of class, you will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. By submitting the Academic Honesty Verification Statement, you will be verifying all assignments completed in this course were completed by you. Carefully review the Academic Honesty Statement below.

Statement: "In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work."

Artificial Intelligence (AI) Policy

You are allowed to use Artificial Intelligence (AI) tools (e.g., ChatGPT, Gemini Pro 1.5, GrammarlyGo, Perplexity, etc) to generate ideas, but you are not allowed to use AI tools to generate content (text, video, audio, images) that will end up in any work submitted to be graded for this course. If you have any doubts about using AI, please gain permission from the instructor.

PLNU Academic Accommodations Policy

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities in accordance with the Americans with Disabilities Act (ADA). Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will work with the student to create an Accommodation Plan (AP) that outlines allowed accommodations. The EAC makes accommodations available to professors at the student's request.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course. Accommodations are not retroactive so clarifying with the professor at the outset is one of the best ways to promote positive academic outcomes.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to ensure appropriate accommodations can be provided. It is the student's responsibility to make the first contact with the EAC. Students cannot assume that because they had accommodations in the past, their eligibility at PLNU is automatic. All determinations at PLNU must go through the EAC process. This is to protect the privacy of students with disabilities who may not want to disclose this information and are not asking for any special accommodations.

Language and Belonging

Point Loma Nazarene University faculty are committed to helping create a safe and hospitable learning environment for all students. As Christian scholars we are keenly aware of the power of language and

believe in treating others with dignity. As such, it is important that our language be equitable, inclusive, and prejudice free. Inclusive/Bias-free language is the standard outlined by all major academic style guides, including MLA, APA, and Chicago, and it is the expected norm in university-level work. Good writing and speaking do not use unsubstantiated or irrelevant generalizations about personal qualities such as age, disability, economic class, ethnicity, marital status, parentage, political or religious beliefs, race, gender, sex, or sexual orientation. Inclusive language also avoids using stereotypes or terminology that demeans persons or groups based on age, disability, class, ethnicity, gender, race, language, or national origin. Respectful use of language is particularly important when referring to those outside of the religious and lifestyle commitments of those in the PLNU community. By working toward precision and clarity of language, we mark ourselves as serious and respectful scholars, and we model the Christ-like quality of hospitality.

If you (or someone you know) have experienced other forms of discrimination or bias, you can find more information on reporting and resources at www.pointloma.edu/bias.

Sexual Misconduct and Discrimination

In support of a safe learning environment, if you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that accommodations and resources are available through the Title IX Office at pointloma.edu/Title-IX. Please be aware that under Title IX of the Education Amendments of 1972, faculty and staff are required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at counselingservices@pointloma.edu or find a list of campus pastors at pointloma.edu/title-ix or as shown in the PLNU Spiritual Care section of this syllabus.

If you (or someone you know) have experienced other forms of discrimination or bias, you can find more information on reporting and resources at www.pointloma.edu/bias

PLNU Course Modality Definitions

1. Online Courses: These are courses with class meetings where all instruction and interaction is fully online.
 - a. Synchronous Courses: At least one class meeting takes place at a designated time.
 - b. Asynchronous Courses: All class meetings are asynchronous.
2. Hybrid Courses: These are courses with class meetings that take place both in the classroom and online synchronously and/or asynchronously.
3. In-Person Courses: These are courses that meet in person with the instructor and students in a physical classroom setting. With approval by the area dean, this may include up to 25% of qualified class interactions through a Learning Management System (such as Canvas).

PLNU Attendance and Participation Policy

Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. Therefore, regular attendance and participation in each course are minimal requirements.

If the student is absent for more than 10 percent of class sessions, the faculty member will issue a written warning of de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university withdrawal date or, after that date, receive an “F” grade.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor. Acceptance of late work is at the discretion of the instructor and does not waive attendance requirements.

Refer to [Academic Policies](#) for additional detail.

Synchronous Attendance/Participation Definition

For synchronous courses that have specific scheduled meeting times (including in-person, hybrid, and synchronous online courses), absences are counted from the first official meeting of the class regardless of the date of the student’s enrollment. For courses with specific attendance requirements, those requirements are outlined in the course syllabus.

Note: For synchronous courses with an online asynchronous week, refer to the Online Asynchronous Class Attendance policy listed below.

Online Asynchronous Attendance/Participation Definition

Students taking online courses with no specific scheduled meeting times are expected to actively engage throughout each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes, but is not limited to:

- Engaging in an online discussion
- Submitting an assignment
- Taking an exam
- Participating in online labs
- Initiating contact with faculty member within the learning management system to discuss course content

Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.

Use of Technology

In order to be successful in the online or hybrid environment, you'll need to meet the minimum technology and system requirements; please refer to the [Technology and System Requirements](#) information. Additionally, students are required to have headphone speakers, microphone, or webcams

compatible with their computer available to use. Please note that any course with online proctored exams requires a computer with a camera (tablets are not compatible) to complete exams online.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

GPS Academic Resources

PLNU offers the following free academic resources virtually for Graduate Professional Studies (GPS) Students. Visit myPLNU through the links below for more information.

- **[The GPS Writing Center](#)** offers:
 - **Zoom Writers Workshops** offered each quad on a variety of helpful topics
 - **One-to-one appointments** with the Writing Coach
 - **Microlearning YouTube Video Library** for helpful tips anytime
 - **[Research Help Guide](#)** to help you start your research
 - The physical office is located on the third floor of the **[Mission Valley Regional Center](#)** off the student lounge
- **[Academic Writing Resources Course](#)**: Found on your Canvas Dashboard, this course is non-credit with 24/7 access, no time limits, and self-paced content. **[Watch a quick video run-through](#)** and take time now to explore!
- **Grammarly**: Students have unlimited FREE access to Grammarly for Education, a trusted tool designed to help enhance writing skills by providing real-time feedback, identifying areas for improvement, and providing suggestions. Grammarly's Generative AI is NOT available with our student accounts.
- **[Tutoring](#)**: Students have access to 24/7 live or scheduled subject tutoring through Tutor.com, including a Paper Drop-Off Service with feedback within 12 hours.

We are here to support you! Contact us anytime: **GPSWritingCenter@pointloma.edu**

Assignments At-A-Glance

The course summary below lists our assignments and their due dates. Click on any assignment to review it.