

# Interest in I-O Psychology

## Relevant Undergraduate Coursework at Sacramento State

The required categories for the BS in Psychology at Sacramento State are listed below, with recommended coursework for those interested in Industrial-Organizational Psychology.

### **METHODS COURSES**

<b>PSYC 102</b>	<b>Advanced Methods and Statistics in Psychological Research (4 Units)</b> <b>Prerequisite(s):</b> <a href="#">PSYC 121</a> ; Psychology majors only. Plan and conduct projects using experimental, quasi-experimental and correlational methods. Evaluate published research and write proposals with attention to such issues as the reliability and validity of methods, the degree to which statistical assumptions are met, the adequacy of statistical power, and the internal and external validity of the project. Contemporary research design, measurement, and analysis techniques are examined, including the use of statistical software, for varieties of univariate and multivariate research designs. Lecture-discussion three hours; laboratory three hours
<b>PSYC 120</b>	<b>Psychological Testing (3 Units)</b> <b>Prerequisite(s):</b> <a href="#">PSYC 121</a> ; PSYC majors only. Construction, application, interpretation and evaluation of psychological tests. Tests used to measure general mental ability, specific abilities and aptitudes, personality, interests and attitudes are surveyed.

### **BIOLOGICAL PROCESSES**

<b>PSYC 117</b>	<b>Drugs and Behavior (3 Units)</b> <b>Prerequisite(s):</b> PSYC majors only or instructor permission. Examination of the classification of psychoactive drugs and their mode of action. Covers effects of psychoactive drugs on central nervous system structure and function and on behavior; use, abuse, effects, and dangers of therapeutic and recreational drugs; motivational aspects of drug use, and methods for treating addiction.
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### **COGNITIVE/LEARNING AND INDIVIDUAL/SOCIAL PROCESSES**

#### **Cognitive and Learning Processes**

<b>PSYC 104</b>	<b>Learning Theories (3 Units)</b> <b>Prerequisite(s):</b> <a href="#">PSYC 2</a> , <a href="#">PSYC 8</a> , <a href="#">PSYC 9</a> , and PSYC majors only or instructor permission. Examination of classical and contemporary theories of learning, and a sampling of experimental findings which bear directly on the theories. Some attention is given to theory construction in psychology
<b>PSYC 106</b>	<b>Motivation (3 Units)</b> <b>Prerequisite(s):</b> <a href="#">PSYC 2</a> ; PSYC majors only or instructor permission. Study of theories and experimental findings related to basic processes in animal and human motivation.

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### ***Individual and Social Processes***

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**PSYC 108      Organizational Psychology (3 Units)**  
This course will provide an overview of the dynamics of human behavior in organizations, using the lens of psychological theory. Students will explore individual-, group-, and systems-level phenomena in organizations, with the overriding goal of understanding how to maximize performance, well-being, and satisfaction at work. Topics may include job attitudes, teams, organizational culture, individual differences, leadership, employee development, organizational change, occupational stress, fairness and diversity, and more.

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**PSYC 145      Social Psychology (3 Units)**  
**Prerequisite(s):** [PSYC 2](#).  
Empirical examination of the emotion, behavior, and cognition of individuals in social situations. Topics can include: social psychology methods, social perception, social cognition, attitudes, persuasion, social identity, gender identity, prejudice and discrimination, interpersonal attraction, close relationships, conformity, compliance, obedience to authority, helping behavior, aggression, group processes, and social psychology applications. Multiple perspectives discussed.

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### ***HUMAN DIVERSITY***

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**PSYC 135      Psychology of Multicultural Groups (3 Units)**  
**General Education Area/Graduation Requirement:** GE AREA D, Race & Ethnicity Graduation Requirement (RE)  
Examines the role of culture, race, ethnicity, gender, and social class in human development and behavior within diverse cultural groups. Presents sociocultural and ecological perspectives on human development, i.e., that individuals must be understood in the context of his or her culturally patterned social relations, practices, institutions, and ideas. Explores psychological issues that pertain to the major ethnic minority groups in the U.S.

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### ***SPECIALIZED TOPICS***

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**PSYC 169      Industrial Psychology (3 Units)**  
**Prerequisite(s):** [PSYC 2](#), [PSYC 8](#).  
Comprehensive overview of various human resources practices and policies, with an emphasis on people's psychological reactions to them. Topics include: recruitment, employee selection, training, employee compensation, legal aspects of employment decisions, and ethics in human resource management.

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### ***ELECTIVES***

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**PSYC 175      Behavior Analysis in the Workplace (3 Units)**  
**Prerequisite(s):** [PSYC 2](#), PSYC majors, PSYC minors, or ABA certificate students only  
This course will introduce basic concepts, principles, research, and selected applications of performance management in workplace settings. Performance management is a specialty area within Organizational Behavior Management (OBM) and relies on behavioral principles and techniques to improve employee behavior (individual and/or group level) across a wide variety of tasks and settings. Topics include performance assessment, staff training, pinpointing, and the development and implementation of performance improvement plans.