Syrian Arab Republic		الجمهورية العربية السورية
Ministry of Higher Education		وزارة التعليم العالـــــي
Syrian Virtual University		الجامعة الافتراضية السورية

Course Description: Industrial &managerial psychology

1- Basic Information:

Course Name	Industrial &managerial psychology
Course ID	BHR603
Contact Hours (Registered Sessions)	24
Contact Hours (Synchronized Sessions)	24
Mid Term Exam	-
Exam	75 min
Registered Sessions Work Load	48
Synchronized Session Work Load	18
Credit Hours	5
Course level	6

2- Pre-Requisites:

Course	**ID**
Human Resources Management	BHR401

3- Course General Objectives:

This course aims to introduce two scientific fields of Psychology to the students, by highlighting the position and status of Industrial and Administrative Psychology in the theory of knowledge and the historical cognitive development of these two fields of Psychology, and clarifying their relationship with other sciences, and what is (General Psychology) as a main source for its sub-fields, and highlighting the concepts and subjects of Industrial and Administrative Psychology (work analysis – professional selection – professional compatibility of workers – training and guidance – administrative leadership and working groups) and associated technical functions (work analysis – professional psychological tests – measuring job satisfaction – training psychology – administrative communication – physical and moral incentives) in the public and private institutions.

4- Intended Learning Outcomes (ILO):

Code	Intended Learning Outcomes
ILO1	The student understands the strong relationship between (General Psychology with Industrial, Administrative Psychology) and (human resource , management in general).
ILO2	The student remembers the epistemological origins of General Psychology and Industrial, Administrative Psychology as two fields from its scientific fields.

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ILO3	The student defines the subjects of Industrial Psychology and its technical functions in the selection and career path.
ILO4	The student defines the subjects of Administrative Psychology and its technical functions in the integration into the work and stay away from burning out.
ILO5	The student applies the technical functions of Industrial and Administrative Psychology in a practical way to achieve goals of the public and private institutions.

5- **Course Syllabus (** 24 hours of total Recorded Sessions, 24 hours of total synchronized sessions)

- **RS:** Recorded Sessions**; SS:** Synchronized Sessions**;**

ILO	Course Syllabus	RS	SS	Type	Additional Notes
ILO1	- Cognitive map of epistemology (starting from Philosophy ending with Industrial and Administrative Psychology). - The position of Industrial and Administrative Psychology in the theory of knowledge. - How the law of general, privatization and sole applies to Industrial and Administrative Psychology? - The relationship between Industrial and Administrative Psychology with other sciences.	3	3	Exercises ✓ **Assignments** Seminars Projects Practices Others	.
ILO2	- The epistemological origins of Psychology and it's Tow fields (Industrial and Administrative Psychology). - Definition, origin, and historical development of General psychology. - Definition, origin, and historical development of Industrial/administrative psychology.	3	3	Exercises ✓ **Assignments** Seminars Projects Practices Others	The first assignment: The student gives a brief presentation in which he/she defines the concepts of (General Psychology), (Industrial Psychology), (Administrative Psychology) procedurally according to his understanding.

ILO3	• Subjects of Industrial Psychology - Work analysis (psychological side). - Professional selection and technical functions (professional psychological tests for career selection). - Professional psychology compatibility and technical functions (job satisfaction measures).	3	6	Exercises ✓ **Assignments** Seminars Projects Practices Others	
ILO4	• Subjects of Administrative Psychology - Training, Guidance and technical functions (psychology of training). - Administrative leadership and working groups (levels of administrative communication). - Incentive system (material and moral incentives).	3	6	Exercises ✓ **Assignments** Seminars Projects Practices Others	
ILO5	- Applied models: study the practical applications of subjects and technical functions of Industrial and Administrative Psychology. - Model No.1 Microsoft Corporation. - Model No.2 Electromix Corporation.	4	3	Exercises Assignments Seminars ✓ **Projects** Practices Others	The second assignment: A final project carried out by the student under the supervision of the professor to make a scientific research that clarifies the extent of applying the mechanisms of Industrial,

				Administrative Psychology on an industrial, administrative institution in reality.

6- Assessment Criteria (Related to ILOs)

ISC	Interactive Synchronized Collaboration	Ex	Exams	Rpt	Reports
PF2F	Presentations and Face-to-Face Assessments	PW	Practice Work		

ILO Code	ILO	Intended Results	Assessment Type				
			ISC	PW	Ex	PF2F	Rpt
ILO1	The student remembers the epistemological origins of General Psychology and Industrial, Administrative Psychology as two fields from its scientific fields.	*The student defines the theory of cognitive development in scientific disciplines. *The student determines the position of Industrial and Administrative psychology in the epistemology of knowledge. * The student determines the relationship of Industrial and Administrative Psychology with other sciences.			✓		
ILO2	The student remembers the epistemological origins of General Psychology and Industrial, Administrative Psychology as two	The student determines the reasons and circumstances that			✓	✓	

	fields from its scientific fields.	led to the General psychology , and Industrial, Administrative psychology.					
ILO3	The student defines the subjects of Administrative Psychology and its technical functions in the integration into the work and stay away from burning out.	*The student distinguishes subjects related to Industrial Psychology as a scientific field. * The student links the technical functions of Industrial Psychology with their own subjects.	✔	✔	✔		
ILO4	The student defines the subjects of Administrative Psychology and its technical functions in the integration into the work and stay away from burning out.	*The student distinguishes subjects related to Administrative Psychology as a scientific field. * The student links the technical functions of Administrative Psychology with their own subjects.	✔	✔	✔		
ILO5	The student applies the technical functions of Industrial and Administrative Psychology in a practical way to achieve goals of the public and private institutions.	*The student applies his knowledge of the theoretical content practically to industrial and administrative institutions in reality. *The student determines the desired results from this practical application on that				✔	✔

		institution.					

7- Practice Tools:

Tool Name	Description
None	_____

8- Main References

None

9- Additional References

None