PSY 3333: Correspondence
Course Sample
Welcome to
PSY 3333
Industrial Psychology

New to the course? Click the Course Content link at left, then read the Get Started materials.

Returning to the course? Click the Course Content link and resume where you left off.
Course Content

PSY 3333 corr: Learning Modules

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Lesson 1: Introduction and the Practice of Industrial-Organizational (I-O) Psychology

Motivational Theory: Maslow

What role does work play in your life? Many of us will spend 90% of our adult life in the world of work. Even winning the lottery does not keep people from working, even though the winners don’t need the money. People continue working because work meets many of our needs, in addition to our need for monetary compensation to pay the bills.

One popular motivation theory was developed by Abraham Maslow (1969). Maslow suggests that there is an ordering of needs. He describes five levels of needs, ranging from basic lower-order needs to higher-order psychological needs. Assumptions basic to his hierarchy of needs theory of motivation are that (1) lower-order needs in hierarchy must be satisfied before a person can move up the hierarchy to higher-order needs, and (2) a satisfied need no longer motivates the individual.

The lowest level of needs in Maslow’s hierarchy is the physiological need. This includes the need for water, oxygen, food, sensory stimulation, activity, sleep, and protection from extreme temperatures. For the most part, persons in our culture have their physiological needs met. However, in underdeveloped countries and in economically deprived parts of our own country, these needs may never be satisfied. Thus, they become the primary motivators throughout a person’s life.

The second level of needs include physical and psychological safety. When physiological needs are relatively satisfied, safety needs become the primary motivator of behavior. On a psychological level, safety needs are met when there is a sense of security and stability in coping with the activities of daily life.

The need for love, belongingness, and acceptance are included in the love needs. Maslow (1954) suggests that the inability to satisfy love needs represents the most common source of maladjustment in our society. When both physiological and security needs are met, the individual will be highly motivated to satisfy affiliation (belongingness) needs. The individual will reach for acceptance by the peer group, by supervisors, and also by “significant others” who are important in the person’s life.

The fourth level of needs include self-esteem, or self-respect. When the love needs have been satisfied, an individual becomes more concerned with feelings of personal worth based on competencies and the mastery of social skills. There is a strong need to gain respect from other people.

After the above needs are relatively well satisfied, the individual becomes motivated to fulfill his or her potential to become everything he or she is capable of becoming. Maslow called this self-actualization. Many people never reach this level; others operate somewhere on a continuum of self-actualizing usually later in one’s life. Wisdom and creativity play an important role in self-actualizing behaviors. Where would you place yourself on Maslow’s hierarchy of needs?

There is some degree of controversy regarding Maslow’s hierarchy of needs. Some argue that higher-order needs are strengthened when they are met, rather than being diminished. Other theorists suggest only two levels of needs: lower-order and higher-order needs.
Assignment One

Assignment - In progress

Complete the form, then choose the appropriate button at the bottom.

Title: Assignment 1
Due: Dec 31, 2017 5:00 pm
Status: In progress
Grade Scale: Points (max 100.0)
Modified by instructor: Jul 25, 2013 9:33 am

Instructions

Compose your answers in the Assignment Text box below. Be sure to write complete sentences, and answer each question to the fullest extent possible. Also, please be sure to label your answers with the appropriate section title (e.g. Chapter 1) and question number. When you are finished, click Submit. TRACS will then immediately notify your instructor of your submission, which will be graded within 10 business days. Additionally, per the syllabus, you cannot submit more than two assignments per week.

This assignment is worth 5% of your final grade.

Chapter 1

1. What psychological needs do jobs satisfy?
2. Define industrial-organizational (I-O) psychology.
3. Describe the Hawthorne studies. How did these studies change the scope of I-O psychology?
4. What are some of the practical difficulties I-O psychologists face when working with organizations?
5. In what ways can the hiring of temporary workers affect a company’s full-time employees?
6. What are some of the advantages and disadvantages of an electronically connected virtual workplace?

Chapter 2

1. Describe the three basic requirements of psychological research.
2. What is the difference between an experimental group and a control group?
3. What is the purpose of having a control group in an experiment?
4. Describe the advantages and limitations of the naturalistic observation method.
5. Describe the four methods used to collect survey data. Name the advantage of each method.
6. What are push polls? How can they influence the outcome of elections?
7. Define the following:
   - correlation coefficient
   - standard deviation
   - mean
   - median
   - mode
   - open-end questions
   - independent variable
   - dependent variable
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