



Revised: April 2021

Program.....
Course title.....
Course code.....

Academic degree level ☐ Bachelor ☐ Graduate Diploma ☐ Master
☐ Higher Graduate Diploma ☐ Doctor
Faculty / College / Institute.....
Department.....

TQF 3 Course Specification

Section 1 General Information

1. Course Code and Title

Thai จิตวิทยาอุตสาหกรรมและองค์การขั้นแนะนำ

English ICSP 256 Introduction to Industrial and Organizational Psychology

2. Number of Credits 4-0-8.....

(Theory hrs. Practice hrs. Self-Study hrs./week)

3. Curriculum and Course Type

3.1 Curriculum Bachelor Degree Program (Thai)

Bachelor Degree Program (International)

3.2 Course Type Specific Course ☒ Compulsory Course ☐ Electives

4. Course Coordinator and Lecturer

4.1 Course Responsible Lecturers: Aj. Christin Grothaus, Social Science Division,
christinmarie.gro@mahidol.ac.th, 0856799294

4.2 Lecturers Aj. Christin Grothaus

5. Class Level

5.2 Number of Students Allowed Approximately 40..... Students

6. Pre-requisite

No

7. Co-requisites

No

8. Study Site Location



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Section 2 Aims and Objectives

1. Course Goals

To introduce aspects of applying psychological facts and principles to the problems concerning human beings operating within context of business and industry.

To encourage students to reflect upon the theoretical framework of a study that analyzes the impact that individuals, groups and structure have on behaviour within organization.

To discuss how to apply such knowledge towards improving human outputs such as productivity, work satisfaction, citizenship as well as lowering absenteeism and job turnover.

2. Objectives of Course Development/Revision

2.1 Course Objectives

This course aims to provide knowledge and abilities as follows:

To provide students with an introduction to industrial and organizational psychology. Students shall develop an understanding of scientific methods and analysis to be able to more profoundly discuss various concepts and theories related to industrial and organizational psychology. They will learn how to work collaboratively in classroom settings dealing with different student backgrounds and personalities and to communicate effectively. Students shall learn how to apply theories to situations at work as to increase a healthy lifestyle and to contribute to social harmony in the society.

2.2 Course-level Learning Outcomes: CLOs

On completion of the course, the students will be able to (CLOs)

CLO1 Analyze and critically reflect upon major psychological theories related to work place behavior, emotions and motivation.

CLO2 Discuss research findings to understand input and output variables of individuals, groups and the organization from a cross-cultural, international perspective

CLO3 Apply the course content to possible work situations they are going to confront

CLO 4 Reflect their motives, values, skills and behaviour and that of others more profoundly and thus increase their self-awareness, interpersonal skills as well as their ethical reasoning

Section 3 Course Description and Implementation

1. Course Description

(Thai) ทักษะคิดที่เกี่ยวข้องกับการทำงาน อิทธิพลทางสังคมในที่ทำงาน ความพอใจในงาน การทำงานเป็นกลุ่ม การคัดเลือกบุคคลให้สอดคล้องกับงาน



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(English) Work-related attitudes. Social influences at work. Job satisfaction. Work groups. Matching workers with jobs.

2. Number of hours per trimester

Theory (hours)	Practice (hours)	Self-study (hours)
48	0	96

3. Number of Hours per Week for Individual Advice

Students will have ample time to discuss relevant theory and practice with their instructor in the online classroom, via email and during the instructor's virtual office hours, which will be offered 4 hours weekly. Appointments shall be made via email. Contact hours will allow students to seek clarification, advise and engage more thoroughly with concepts from the course.



หลักสูตร.....
 ชื่อรายวิชา.....
 รหัสวิชา.....

ระดับปริญญา ☐ ตริ ☐ ป.บัณฑิต ☐ โท ☐ ป.บัณฑิตชั้นสูง ☐ เอก
 คณะ/วิทยาลัย.....
 ภาควิชา.....

Section 4: Development of the expected learning outcomes

1. A brief summary of the knowledge or skills expected to develop in students; the course-level expected learning outcomes (CLOs)

On completion of the course, students will be able to:

1. CLO1 Analyze and critically reflect upon major psychological theories related to work place behavior, emotions and motivation.
2. CLO2 Discuss research findings to understand input and output variables of individuals, groups and the organization from a cross-cultural, international perspective
3. CLO3 Apply the course content to possible work situations they are going to confront
4. CLO 4 Reflect their motives, values, skills and behaviour and that of others more profoundly and thus increase their self-awareness and their interpersonal skills as well as their ethical reasoning

2. How to organize learning experiences to develop the knowledge or skills stated in number 1 and how to measure the learning outcomes

CLOs	Teaching and learning experience management					Learning outcomes measurements			
	Lecture	Class Discussions	Group work		Exams	Tests	Assignments	Presentations
CLO1 Analyze and critically reflect upon major psychological theories related to work place behavior, emotions and motivation.	x	x	x					x	X
1. CLO2 Discuss research findings to	x	x	X			x		x	X



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understand input and output variables of individuals, groups and the organization from a cross-cultural, international perspective									
CLO3 Apply the course content to possible work situations they are going to confront	x	x	X					x	x
LO 4 Reflect their motives, values, skills and behaviour and that of others more profoundly and thus increase their self-awareness and their interpersonal skills as well as their ethical reasoning	x	x	X			x		x	z



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SECTION 5 LESSON PLAN AND EVALUATION

1. Lesson Plan

Teaching Period	Topics/Details	Number of hours		Methods: Teaching Media	Lecturer
		Theory*	Practice**		
1	Psychology, Research methodology	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	Christi n
2	Values, attitudes and job satisfaction	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
		1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
3	Motivation concepts	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
4	Leadership theories and styles	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
		1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
		1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
5	Leadership theories and styles	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
		1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
6	Understanding team behavior	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
7	Midterm	1:00 00:20 00:30	0		
8	Foundations of group behavior	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	



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9	Communication at work	1:00 00:20 00:30	0	Lecture: online lessons, Discussion of homework Case study or other tasks Discussion	
10	Test, Presentations Q and A	1:00 00:50	0	Lecture: online lessons, Discussion of homework Preparation and discussion of final projects	
11	Presentations	1:50	0	Preparation and discussion of final projects	
12	Presentations	1:50	0	Presentations and discussion of presentations	
13					
	Total hours of the entire trimester	48	0		

2. Plan for Assessment of Expected Course-Level Learning Outcomes (CLOs)

2.1 Measurement and Evaluation of learning achievement

A. Formative Assessment

Quiz 1	15%
Midterm Examination	35%
Assignments	20%
Final project	30%

B. Summative Assessment

(1) Tool and weight for measurement and evaluation

Learning Outcomes	Evaluation Method*				Weight (Percentage)
	Assignments	Exam	Quiz	Project	
CLO1 Analyze and critically reflect upon major psychological theories related to work place behavior, emotions and motivation.	5	5	-	5	15
CLO2 Discuss research findings to understand input and output variables of individuals, groups and the organization from a cross-cultural, international perspective	5	-	-	15	20
CLO3 Apply the course content to possible work situations that students are going to confront	5	15	10	5	35
CLO4 Reflect motives, values, skills and behaviour and that of others more	5	15	5	5	30



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profoundly and thus increase self-awareness and interpersonal skills as well as their ethical reasoning					
รวม	20	35	15	30	100

(2) Measurement and evaluation

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Grade	Achievement	Final score (% range)
A	Excellent	90-100
B+	Very Good	85-89
B	Good	80-84
C+	Fairly Good	75-79
C	Fair	70-74
D+	Poor	65-69
D	Very Poor	60-64
F	Fail	Less than 60

(3) Re-examination (if the course allows any.)

Not allowed

3. Students' Appeal

Students can appeal to their instructor as the first point of contact. If this does not achieve an amicable resolution to the issue, the student can then appeal to the Chair of the division and the Office of Academic Affairs

Section 6 Teaching Resources

1. Required Texts

1. Power point slides and class assignments are available online
2. Other selected readings and additional practice worksheets will be uploaded on Moodle

2. Suggested Materials



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Any Introduction Industrial and Organizational Psychology book to review class content.

3. Other Resources (if any)

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Section 7 Evaluation and Improvement of Course Implementation

1. Strategy for Course Effectiveness Evaluation by Students

Student feedback, course evaluation, peer evaluation

2. Strategy for Teaching Evaluation

Active student-centered learning techniques will be implemented throughout

3. Teaching Improvement

Student feedback, course evaluation, peer evaluation

4. Verification of Standard of Learning Outcome for the Course

Students must pass the course work (exam, tests and assignments) to achieve the stated CLOs.

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5. Revision Process and Improvement Plan for Course Effectiveness

Student feedback, course evaluation, peer evaluation



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Appendix

Alignment between Courses and Program

Table 1 The relationship between course and Program Learning Outcomes (PLOs)

Course Name Cross-Cultural Psychology							
(Course code) ICSP 258					✓	✓	✓

Note: Indicate the level of CLOs by letter I, R, P or M. Using the information as shown in the Curriculum Mapping of TQF2

Table 2 The relationship between CLOs and PLOs

(Course code) ICSP 258							
CLO1 Analyze and critically reflect upon major psychological theories within the fields of cross-cultural psychology						✓	
CLO2 Discuss research findings related to input and output variables of individuals, groups and the organization from a cross-cultural, international perspective					✓		
CLO3 Apply the course content to possible work situations they are going to confront						✓	
CLO 4 Reflect their motives, values, skills and behaviour and that of others more profoundly and thus increase their self-awareness and their interpersonal skills as well as their ethical reasoning							✓

Table 3 The description of PLOs and Sub Los of the course

PLOs	Sub PLOs
PLO1 Graduates will be able to describe and explain key features of and issues concerning the current world order, with particular attention to the Asia-Pacific region, using appropriate terminology.	1.1 demonstrate an understanding of the principles upon International Relations and the Asia-Pacific region are built



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PLO2 Graduates will be able to discuss and apply major theories, approaches and methodologies in the field of international relations and global affairs in order to analyze the current world order and how it has evolved over time.	1.2 identify the national & global challenges associated with current economic, political, and social systems
	2.1 identify concepts related to the context of learned issues/topics
PLO3 Graduates will be proficient readers who are able to locate, evaluate, analyze and synthesize different forms of data and source materials relevant to international relations and global affairs.	2.1 identify concepts related to the context of learned issues/topics
	2.2 collect, analyze, synthesize data, & evaluate information and ideas from multiple sources
	3.1 connect, synthesize and/or transform ideas or solutions within a particular framework
PLO4 Graduates will be able to develop and present arguments about and solutions to issues in international relations and global affairs using written, oral and/or visual forms; in doing so they will consider different perspectives, show respect for evidence, and engage in constructive debate.	4.1 collect, analyze, synthesize data, & evaluate information and ideas from multiple sources relevant to the issue/problem
	4.2 communicate/present ideas effectively both oral and written forms, proper to a range of audience groups, such as verbal discussion with peers, project report
	4.3 prepare a purposeful oral presentation designed to increase knowledge, to foster understanding, or to promote change in the listeners' attitudes, value, beliefs, or behaviors.
PLO5 Graduates will demonstrate knowledge of and respect for cultural differences, particularly in the Thai context, and be able to work in culturally diverse groups effectively.	5.1 identify the national & global challenges associated with current economic, political, and social systems
	5.2 exhibit characteristics of responsible citizenship
	5.3 work effectively in diverse team (and multi-cultural settings)
PLO6 Graduates will document, reflect upon and set goals for their learning; they will seek to achieve these goals through acquiring in-depth knowledge and new skills, and will be able to adjust their approaches to learning and their goals based on their experiences.	6.1 Create an original explanation or solution to the issue/problems
	6.2 Articulate the rationale for & consequences of his/her solution- identify opportunities & risk
	6.3 Implement innovation through process management approach
PLO7 Graduates will demonstrate knowledge of internationally recognized ethical standards and apply principles of ethical reasoning to decision-making, civic	7.1 identify ethical issues and recognize different viewpoint and ideologies



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engagement, and research, consistently crediting the work of others	
	7.2 guide & lead others
	7.3 apply principle of ethical leadership, collaborative engagement, and respect diversity