Unit 1:

Practice Problem 1

Create a timeline with at least 10 major historical events that have impacted I/O Psychology to date. Be sure to include names and dates of people involved. Choose one major event to describe in more detail and its impact to I/O.

Unit 2:

Practice Problem 1

You are hired as a consultant by a dress manufacturer to conduct a job analysis on the seamstresses in the sewing area. What are the different methods you might use to gather the data from the seamstresses to conduct your job analysis? Describe the various aspects of the job and type of data that you would research in order to provide the dress manufacturer with a proper job analysis.

Practice Problem 2

What organizations, resources, and tools would you use if you had to write a job description for a federal government worker?

Unit 3

Practice Problem 1

You have been hired by a private investigation company to hire 50 new PI's. Describe and list at least 6 different types of assessments, inventories, or types of observations you would conduct.

Unit 4

Practice Problem 1

You are an HR employee asked to create a job evaluation for a group of blue collar employees in a highway construction team. Create a checklist of the areas of the job that may need to be evaluated.
Unit 5
Practice Problem 1
You are a bank manager and have noticed for the past couple of months that your employees seem disengaged. You decide to conduct a survey. List at least 5 areas to include in your survey that have been proven to measure employee engagement.

Unit 6
Practice Problem 1
Describe an industry in which Theory X leaders would be a better fit than Theory Y leaders. Describe an industry in which Theory Y leaders would be a better fit than Theory X leaders.

Unit 7
Practice Problem 1
You have been asked by your boss to hire a facilitator to help with group dynamics in an upcoming project. List 10 characteristics you would look for in the ideal candidate.

Unit 8
Practice Problem 1
You have been hired by a beer manufacturer to create a work-life balance program for their company. You have a $50,000 budget for 150 employees. What is your plan for creating this program? Describe at least 5 processes you would put into place.
Answers

Please note that answers will vary, and you should use the following answer key as a guide and reference to check your answers against resources you have studied in this course.

Unit 1: Practice Problem 1

Please refer back to Professor McCarthy’s “Brief Outline of the History of I/O Psychology” in subunit 1.2.1, and compare your events to the ones in McCarthy’s outline. Any combination of 10 events from this resource is acceptable.

Unit 2: Practice Problem 1

Please check your answers against the information provided in subunit 2.1.1 on “Methods of Gathering Data for a Job Analysis.”

Unit 2: Practice Problem 2

Please refer to the *Human Resource Guide*: “Job Analysis: Job Classification Systems” in subunit 2.4.1 to make sure you are covering all aspects of a job description.

Unit 3: Practice Question 1

Please check your answers by reviewing the *Human Resources Guide*: “Chapter 1: Personnel Assessment” in subunit 3.1 for information on descriptions of various personnel assessments.

Unit 4: Practice Problem 1

Please check your answers against the resource in subunit 4.1.1 to determine the “factors in a job evaluation.”

Unit 5: Practice Problem 1

To determine if you have chosen appropriate areas that your survey should cover, please review Robert J. Vance’s “Employment Engagement & Commitment” in subunit 5.1.2.
Unit 6: Practice Problem 1
Please check your answers against the resource in subunit 6.2.5 to determine which type of leader would be best for a particular industry.

Unit 7: Practice Problem 1
Please check your answers against the resources in subunit 7.5.5 to determine the best characteristics of a facilitator to hire for your group.

Unit 8: Practice Problem 1
Please check your answers against the reading for subunit 8.1.6 to determine which processes you would use to create a wellness program.