



Psychology 321 - L01

Industrial & Organizational Psychology

Winter 2013

Instructor: Derek Chapman, Ph.D.
Phone: 403-220-5558
Email: dchapman@ucalgary.ca

Lecture Location: A140
Lecture Days/Time: T 1230-1520

Office: A224
Office Hours: By appointment

Course Description and Goals

Industrial & Organizational Psychology covers a wide variety of topics related to understanding behavior in the workplace. Students will become familiar with some of the research and theory related to diverse topics in this field including Personnel Selection, Performance Appraisal, Job Attitudes, Leadership, and Organizational Culture. Students will have the opportunity to examine their own personality and values and see how they can be aligned to organizational requirements. The goals of the course include becoming familiar with some of the major theories and empirical findings in the field of I/O Psychology and providing students with developmental feedback on how their personality and values can influence their experiences, attitudes and performance in the workplace.

Prerequisites

Psyc 205 – Principles of Psychology or PSYC 200 – Principles of Psychology I and PSYC 201 – Principles of Psychology II

Required Text

There is no required text for this course.

Evaluation

Students in this course will be evaluated by completing two midterm exams a short take home exercise and a final exam.

- Midterm I will be held Feb. 5th at the beginning of the class and is worth 25% of the final grade. The exam will be multiple choice and cover the lecture and reading material for the first four weeks of class
- Midterm II will be held March 19th at the beginning of the class and is worth 25% of the final grade. The exam will be multiple choice and cover the lecture and reading material for weeks 5-9.

- Students will complete an online assignment assessing their personality, workplace values and their perceptions of an organization’s culture. A short 2 page report on this exercise will be worth 10% of the final grade. This exercise must be completed by March 5th.
- The final exam will be scheduled by the university registrar during the final exam writing period. This exam will NOT be cumulative and will cover lecture and reading material covered from November 19th to the end of classes. The final exam will be multiple choice and is worth 40% of your final grade.

Grading Scale

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|----|---------|----|--------|----|--------|----|--------|
| A+ | 96-100% | B+ | 80-84% | C+ | 67-71% | D+ | 54-58% |
| A | 90-95% | B | 76-79% | C | 63-66% | D | 50-53% |
| A- | 85-89% | B- | 72-75% | C- | 59-62% | F | 0-49% |

As stated in the University Calendar, it is at the instructor’s discretion to round off either upward or downward to determine a final grade when the average of term work and final examinations is between two letter grades. To determine final letter grades, final percentage grades will be rounded up or down to the nearest whole percentage (e.g., 89.5% will be rounded up to 90% = A but 89.4% will be rounded down to 89% = A-).

Lecture Schedule

| Date | Topic/Activity/Readings/Due Date (revise and add columns & rows as necessary) |
|----------|---|
| T Jan 8 | Winter Term Lecture Begins. History of I/O Psychology/Research Methods in Organizations/ legal issues in selection |
| T Jan 15 | Performance Appraisal- Establishing Criteria for Personnel Selection |
| F Jan 18 | Last day to drop Winter Term courses. |
| M Jan 21 | Last day to add or swap Winter Term courses. |
| T Jan 22 | Recruiting- Attracting Applicants to Organizations I |
| T Jan 29 | Recruiting- Attracting Applicants to Organizations II |
| T Feb 5 | Midterm I Predictors- Personality, Cognitive Ability and Other Predictors of Job Performance (Take home exercise part I) |
| T Feb 12 | Organizational Culture and Image (Take home exercise part II). |
| T Feb 19 | Person-Job, and Person-Organizational Fit |
| T Feb 26 | Reading Week. No Lecture |
| T Mar 5 | Job Attitudes Take home exercise report is due |
| T Mar 12 | Motivation in the Workplace |
| T Mar 19 | Midterm II Leadership I |
| T Mar 26 | Leadership II |

| | |
|-------------|---|
| T Apr 2 | Teams and Teamwork |
| T Apr 9 | Organizational Development and Change |
| T Apr 16 | TBA Winter Lectures End. Last day to participate in research and allocate research credits. Last day to withdraw. |
| F Apr 19-30 | Winter Term Final Exams |

Reappraisal of Grades

A student who feels that a piece of graded term work (e.g., term paper, essay, test) has been unfairly graded, may have the work re-graded as follows. The student shall discuss the work with the instructor within 15 days of being notified about the mark or of the item's return to the class. If not satisfied, the student shall immediately take the matter to the Head of the department offering the course, who will arrange for a reassessment of the work within the next 15 days. The reappraisal of term work may cause the grade to be raised, lowered, or to remain the same. If the student is not satisfied with the decision and wishes to appeal, the student shall address a letter of appeal to the Dean of the faculty offering the course within 15 days of the unfavourable decision. In the letter, the student must clearly and fully state the decision being appealed, the grounds for appeal, and the remedies being sought, along with any special circumstances that warrant an appeal of the reappraisal. The student should include as much written documentation as possible.

Plagiarism and Other Academic Misconduct

Intellectual honesty is the cornerstone of the development and acquisition of knowledge and requires that the contribution of others be acknowledged. Consequently, plagiarism or cheating on any assignment is regarded as an extremely serious academic offense. Plagiarism involves submitting or presenting work in a course as if it were the student's own work done expressly for that particular course when, in fact, it is not. Students should examine sections of the University Calendar that present a Statement of Intellectual honesty and definitions and penalties associated with Plagiarism/Cheating/Other Academic Misconduct.

Academic Accommodation

It is the student's responsibility to request academic accommodations. If you are a student with a documented disability who may require academic accommodation and have not registered with the Disability Resource Centre, please contact their office at 403-220-8237. Students who have not registered with the Disability Resource Centre are not eligible for formal academic accommodation. You are also required to discuss your needs with your instructor no later than 14 days after the start of this course.

Absence From A Test/Exam

Makeup tests/exams are NOT an option without an official University medical excuse (see the University Calendar). A completed Physician/Counselor Statement will be required to confirm absence from a test/exam for health reasons; the student will be required to pay any cost associated with this Statement. Students who miss a test/exam have 48 hours to contact the instructor and to schedule a

makeup test/exam. Students who do not schedule a makeup test/exam with the instructor within this 48-hour period forfeit the right to a makeup test/exam. At the instructor's discretion, a makeup test/exam may differ significantly (in form and/or content) from a regularly scheduled test/exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup test/exam must be written within 2 weeks of the missed test/exam. Typically for 321 you will be required to do a short answer test for any makeup exams.

Freedom of Information and Protection of Privacy (FOIP) Act

The FOIP legislation disallows the practice of having student's retrieve tests and assignments from a public place. Therefore, tests and assignments may be returned to students during class/lab, or during office hours, or via the Department Office (Admin 275), or will be made available only for viewing during exam review sessions scheduled by the Department. Tests and assignments will be shredded after one year. Instructors should take care to not link students' names with their grades, UCIDs, or other FOIP-sensitive information.

Course Credits for Research Participation (Max 2% of final grade)

Students in most psychology courses are eligible to participate in Departmentally approved research and earn credits toward their final grades. **A maximum of two credits (2%) per course, including this course, may be applied to the student's final grade. Students earn 0.5% (0.5 credits) for each full 30 minutes of participation.** The demand for timeslots may exceed the supply in a given term. Thus, students are not guaranteed that there will be enough studies available to them to meet their credit requirements. Students should seek studies early in the term and should frequently check for open timeslots. Students can create an account and participate in Departmentally approved research studies at <http://ucalgary.sona-systems.com>

The last day to participate in studies and to assign or reassign earned credits to courses is **Apr 16th, 2013**.

Evacuation Assembly Point

In case of an emergency evacuation during class, students must gather at the designated assembly point nearest to the classroom. The list of assembly points is found at <http://www.ucalgary.ca/emergencyplan/assemblypoints>
Please check this website and note the nearest assembly point for this course.

Student Organizations

Psychology students may wish to join the Psychology Undergraduate Students' Association (PSYCHS). They are located in Administration 170 and may be contacted at 403-220-5567.

Student Union VP Academic: Phone: 403-220-3911 suypaca@ucalgary.ca

Student Union Faculty Rep.: Phone: 403-220-3913 socialscirep@su.ucalgary.ca

Important Dates

The last day to drop this course with no "W" notation and **still receive a tuition fee refund** is **January 18, 2013**. Last day for registration/change of registration is **January 21, 2013**. The last day to withdraw from this course is **Apr 16th, 2013**.