



**Department of Psychology**

**Psychology 423 (L01) – Organizational Psychology**

**Fall 2006**

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<b>Instructor:</b>	<b>D. Chapman, Ph.D.</b>	<b>Lecture Location:</b>	<b>ES 054</b>
<b>Phone:</b>	220-5558	<b>Lecture Days/Time:</b>	MWF 12-12:50
<b>Email:</b>	dchapman@ucalgary.ca		
<b>Office:</b>	Admin 224		
<b>Office Hours:</b>	By Appointment		

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**Course Description and Goals**

Industrial and Organizational Psychology is a clearly identifiable sub-discipline of Psychology that has been in existence for over 100 years (nearly as long as Psychology itself). In addition to studying theory and empirical findings from the Organizational Psychology literature, this course draws upon research from a myriad of disciplines that also contribute to our understanding of human behaviour in organizations including: Sociology, Political Science, and Management. Furthermore, the limitations of the North American-centric basis for much of this knowledge are discussed with particular emphasis on findings from cross-cultural research in organizations. An active learning approach is used throughout the course with students being asked to draw upon their own experiences in organizations to better understand the theories and research presented. An extensive use of group discussion and interaction with the instructor is an integral part of the learning process in this course.

**Required Text**

Johns, G., & Saks, A. (2005). *Organizational Behavior: Understanding and Managing Life at Work* (6th edition). Toronto: Addison Wesley Longman.

The text is available in the University Bookstore.

**Evaluation**

Students will be evaluated on two midterm exams, a research proposal and a finalexamination. The midterms are each worth 20% of your overall grade. Multiple choice will be used for midterms whereas a combination of multiple choice and written responses will be used for the final which is worth 40% of your grade. In addition, students will be required to submit a literature review and research proposal worth 20% of the final grade. The research proposal is due on the last day of class and should be handed in at the beginning of the lecture. A penalty of 10% will be assessed for each day it is late (including weekends). E-mail submissions will not be marked.

**Grading Scale**

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 (i.e., 89.5% will be rounded up to 90%; 89.4% will be rounded down to 89%, etc.).

## Lecture Schedule

DATE	
<b>Sept. 4</b>	<b>Labour Day – University closed</b>
Sept. 5-9	Fall Session Block Week
<b>Sept. 11</b>	<b>Organizational Meeting</b>
Sept. 13	Organizational Research Methods <b>Ch. 1</b>
Sept. 15	Organizational Research Methods
Sept. 18	Personality in Organizations Ch. 2
Sept. 20	Personality in Organizations
<b>Sept. 22</b>	Personality in Organizations <b>Last day for Fall registration and change of registration for Fall Session or full courses. No fee withdrawals after this date.</b>
Sept. 25	Communication in Organizations Ch. 10
Sept. 27	Communication in Organizations
Sept. 29	Communication in Organizations
Oct. 2	Motivation in Organizations Ch. 5
Oct. 4	Motivation in Organizations
Oct. 6	Motivation in Organizations Ch. 6
<b>Oct. 9</b>	<b>Thanksgiving Day – no classes</b>
Oct. 11	Midterm I
Oct. 13	Decision Making Ch. 11
Oct. 16	Decision Making
Oct. 18	Decision Making
Oct. 20	Job Attitudes Ch. 4
Oct. 23	Job Attitudes
Oct. 25	Job Attitudes
Oct. 27	Job Attitudes
Oct. 30	Workplace Stress Ch. 13
Nov. 1	Workplace Stress
Nov. 3	Workplace Stress
Nov. 6	Midterm 2
Nov. 8	Power and Deviance in Organizations Ch. 12
Nov. 10	Power and Deviance in Organizations
<b>Nov. 11-14</b>	<b>Reading Days – No Classes</b>
Nov. 15	Power and Deviance in Organizations
Nov. 17	Leadership Ch. 9
Nov. 20	Leadership
Nov. 22	Leadership
Nov. 24	Teams Ch. 7
Nov. 27	Teams
Nov. 29	Teams
Dec. 1	Organizational Development and Change Ch. 16
Dec. 4	Organizational Development and Change
Dec. 6	Organizational Development and Change
Dec. 7	Last day to allocate Bonus Credits to Fall Session half courses.
<b>Dec. 8</b>	<b>TBA Last day of lectures for Fall Session. Last day to withdraw from Fall Session half courses.</b>
<b>Dec. 11-20</b>	<b>Fall Session Final Examinations</b>

## **University of Calgary Curriculum Objectives**

This course has several learning objectives related to the specific content of the course, as well as providing opportunities to hone critical thinking and writing skills. Upon completing the course, the student should have a solid grounding in the major issues and theories of concern to I/O psychologists as well as an appreciation of the challenges of conducting research in an applied setting. This course addresses the following core competencies:

- A) Critical and creative thinking
- B) Analysis of problems
- C) Effective written communication
- D) Gathering and organizing information
- E) Abstract reasoning
- F) Insight and intuition in generating knowledge
- G) Interpretive and assessment skill

With the following course characteristics:

Considerable class discussion in which students are prompted to think critically about course material. A formal research proposal requiring a literature review, formation of hypotheses from empirical and theoretical origins, and research design to test those hypotheses.

This course addresses the following curriculum redesign features:

This course uses extensive discussion of the topics in small groups to help the students understand the material and relate it to their own experiences in meaningful ways. The U of C now describes this approach as a form of “Experiential Learning”.

With the following course characteristics:

- All readings are based on published research article
- Class discussions centering on methodological and conceptual issues in research studies
- A written research proposal that simulates the research process in Organizational Psychology

## **Reappraisal of Grades**

A student who feels that a piece of graded term work (term paper, essay, test, etc.) has been unfairly graded, may have the work re-graded as follows. The student shall discuss the work with the instructor within fifteen 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 fifteen 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 fifteen 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 which 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 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 fourteen (14) days after the start of this course.

## **Absence From A Test**

Make-up exams are NOT an option without an official University medical excuse (see the University Calendar). You must contact the instructor before the scheduled examination or you will have forfeited any right to make up the exam. At the instructor's discretion, a make-up exam may differ significantly (in form and/or content) from a regularly scheduled exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup exam is written within two (2) weeks of the missed exam.

A completed Physician/Counselor Statement will be required to confirm absence from a test for health reasons. The student will be required to pay any cost associated with the Physician Counselor Statement.

## **Course Credits for Research Participation**

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 an individual's final grade. Students can create an account and access the Research Participation System website at <http://ucalgary.sona-systems.com>. The last day to participate in research is December 7, 2006.

## **Student Organizations**

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

**Student Union VP Academic:** Phone: 220-3911 [suvpaca@ucalgary.ca](mailto:suvpaca@ucalgary.ca)  
**Student Union Faculty Rep.:** Phone: 220-3913 [socialscirep@su.ucalgary.ca](mailto:socialscirep@su.ucalgary.ca)

## **Important Dates**

The last day to drop this course and **still receive a fee refund** is September 22, 2006. The last day to withdraw from this course is December 8, 2006.

