



Department of Psychology
Psychology 423 (L01) – Organizational Behaviour
Fall 2007

Instructor:	Chelsea Willness	Lecture Location:	
Phone:	220-8930	Lecture Days/Time:	MWF 8:00 – 9:00 am
Email:	willness@ucalgary.ca		
Office:	Admin 141-F		
Office Hours:	M 9:30 – 10:30		

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 many disciplines that also contribute to our understanding of human behaviour in organizations including: Sociology, Political Science, and Management. 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. (2007/2008). *Organizational Behaviour: Understanding and Managing Life at Work* (7th ed.). Toronto: Pearson Prentice Hall. The text is available in the University Bookstore.

Evaluation

Students will be evaluated on five short in-class quizzes (5% total), two midterm exams (20% each), a research proposal (20%), and a final examination (35%). The midterms are non-cumulative and consist of multiple choice questions. The final exam is partly cumulative, and will consist of a combination of multiple choice and written responses. Note that for all exams any material covered in class may be tested in addition to text readings. The research proposal will be due at the end of the term. Topics must be approved by the instructor during the term, via a one-page summary (see schedule). For the final proposal submission, 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

<i>Dates</i>		<i>Topic</i>	<i>Readings</i>
September	10	Welcome! Organizing meeting and introduction	
	12 - 14	Organizational research methods	Ch.1
	17 - 21	Personality at work <i>Last day for fall registration, changes, refunds, withdrawals</i>	Ch.2
	24 - 28	Communication in organizations	Ch.10
October	1 - 5	Motivation in organizations	Ch. 5, Ch.6
	8	<i>Thanksgiving – University closed, no class</i>	
	10	MIDTERM 1	
	12 - 17	Decision Making	Ch.11
	19 - 24	Job Attitudes	Ch.4
	26 - 31	Stress in the workplace	Ch.13
November	2	MIDTERM 2	
	5 - 9	Power and deviance in organizations	Ch. 12
	9	One-page research overview due	
	12	<i>Reading days – no class</i>	
	14 - 19	Leadership	Ch.9
	21 - 26	Teams	Ch.7
	28 – Dec 3	Organizational development and change	Ch.16
December	5	Flex day	
	6	<i>Last day for Bonus Credits in half courses</i>	
	7	Research proposals due at the beginning of class	
	10	<i>Final exams begin (scheduled by the registrar)</i>	

University of Calgary Curriculum Objectives

This course addresses the following core competencies:

- Critical and creative thinking
- Analysis of problems
- Effective oral and written communication
- Gathering and organizing information
- Abstract reasoning and its applications
- Interpretive and assessment skills

With the following course characteristics:

- Thinking critically about course material through considerable class discussion
- Enhanced learning facilitated through small group activities, discussions, and demonstrations
- Class discussions centering on methodological and conceptual issues in research studies
- Test questions in which students are required to design novel and integrative ideas to address theoretical issues

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 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 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. The last day to participate in research is December 6, 2007. You may find the website at: <http://ucalgary.sona-systems.com>.

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

Important Dates

The last day to drop this course and **still receive a fee refund** is September 21, 2007. The last day to withdraw from this course is December 7, 2007.