



UNIVERSITY OF
CALGARY

Department of Psychology
Psychology 423 (L01) – Organizational Psychology
Fall 2009

Instructor:	Derek S. Chapman, Ph.D.	Lecture Location:	A253
Phone:	220-5558	Lecture Days/Time:	M 1500-1750
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Office:	A224		
Office Hours:	By appointment		

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. 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.

Prerequisites

Psyc 205 – Psychology for Everyday Life

Psyc 312 – Experimental Design and Quantitative Methods for Psychology

Required Text

Johns, G., & Saks, A. (2008). *Organizational Behavior: Understanding and Managing Life at Work* (7th edition). Toronto: Pearson Prentice Hall.

The text is available in the University Bookstore.

Evaluation

Students will be evaluated on two midterm exams, a research proposal and a final examination. The midterms are each worth 20% of your overall grade (see lecture schedule for dates). Midterms and the final exam will test material from class as well as assigned chapters. The tests are for the material covered during that period of study only and are not cumulative. 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 for 423 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. Students will have the opportunity to improve their grade up to 2% through research participation.

Research Proposal

Students are required to arrange a meeting with Dr. Chapman prior to November 2nd to discuss their proposed research project. Prior to this meeting the student should choose a topic related to the course content, conduct a brief literature review and come to the meeting prepared to discuss your proposed idea. Once the topic is approved at the meeting you will be required to conduct a literature review with a minimum of 10 references from major journals in the field. The literature review should cover the existing empirical and theoretical work on the topic, list hypotheses flowing logically from this review, detail the research methods that would be used to answer these hypotheses including the proposed statistical analyses to be used. Research proposals will be marked as follows:

423 Research project grading

Writing: 20%	/20
Did the document follow APA format?	
Grammar	
Word Usage	
Flow	
Organization	
Research topic: 10%	/10
Original?	
Relevant to the course content?	
Applications?	
Literature review: 35%	/35
Appropriate literature reviewed?	
Theory is developed?	
Hypotheses stem from theory?	
Design: 25%	/25
Will the design adequately test the hypotheses?	
Limitations: 10%	/10
Recognizes the limitations of the design.	
Grade:	/100

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. In this course there will be no rounding up of final

grades, especially in light of the opportunities students have to increase their final grade via research participation.

Tentative Lecture Schedule

Regular Fall Session

Lecture Schedule

Date	Topic	Readings
Mon Sept 14	Lectures begin. Organizational Research Methods	Ch. 1
Mon Sept 21	Personality in Organizations	Ch. 2
Mon Sept 28	Communication in Organizations	Ch. 10
Mon Sept 29	Motivation in Organizations	Ch. 5, 6
Mon Oct 5	Midterm I	Ch's 1,2,5,6, 10 and class material.
Mon Oct 12	Thanksgiving – University closed	
Mon Oct 19	Decision Making	Ch. 11
Mon Oct 26	Job Attitudes	Ch. 4
Mon Nov 2	Workplace Stress Meeting with Dr. Chapman due prior to this class.	Ch. 13
Mon Nov 9	Midterm II	Ch's 4, 11,13 and class material
Mon Nov 16	Power and Deviance in Organizations	Ch. 12
Mon Nov 23	Leadership	Ch. 9
Mon Nov 30	Teams	Ch. 7
Mon Dec 7	Organizational Development and Change Research Proposal Due Last day to participate in research and allocate research credits	Ch. 16
Dec 8	Fall Session Lectures end. Last day to withdraw	
Dec 8- Dec 17	Final exams.	Ch's 7,9,12,16 and class material

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 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.

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 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 **Dec 7th, 2009**.

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 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 **Sep 18th, 2009**. The last day to withdraw from this course is **Dec 8th, 2009**.