



Department of Psychology

Psychology 423 (L01) – Organizational Psychology

Winter Session 2008

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Office Hours: TR 3:15 – 4:00 PM

Lecture Location: SH 284
Lecture Days/Time: TR 2:00 – 3:15 PM

Course Description and Goals

This course introduces students to the study of human behaviour in organizations by examining individual, group, and organizational processes. Focus on these three levels of analysis (i.e., individuals, groups, and organizations) is intended to provide the student with an understanding of the complex dynamics of organizational behaviour. The course approach is both didactic and experiential: class discussions and assigned readings are intended to introduce important concepts, principles, and approaches while participation in individual and group exercises is intended to reinforce acquired knowledge as well as challenge the student to analyze, integrate, and apply course content. Course announcements, assignments, test scores, etc. will be posted on BlackBoard at <http://blackboard.ucalgary.ca/>

Required Text

Johns, G., & Saks, A. (2008). *Organizational Behaviour* (7th Ed). Toronto: Pearson Prentice Hall. Available at the University Bookstore.

Evaluation

There will be a mid-term test, worth 30%, and a part-cumulative final examination worth 40%. The mid-term test and final exam, consisting of both multiple-choice and written components, will be designed to evaluate content (i.e., facts) as well as process knowledge (i.e., application of principles and concepts). A course project, to be completed by groups, will include a written report (worth 20%) as well as a peer evaluation of performance in the role of group leader (worth 3%). Details for the course project will be provided separately – however, the written report and peer evaluations are to be submitted in class by the specified due dates, in hardcopy form only (emailed assignments will not be accepted), with late submission penalties (50% per day, including weekends) applying to both. Class work evaluation, worth 7%, will be based on “pop” chapter quizzes as well as on participation in class exercises and contributions to group discussions. Preparing text material before class as well as regular attendance will be important to gain maximum benefit from this course.

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%

Grading Scale Note: 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, 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

Class Date	Course Topic	Text Reading
Jan 15	Introduction to Organizational Behaviour	Ch 1
	Part A: The Individual in the Work Place	
Jan 17	Methods of Studying Organizational Behaviour	Appendix
Jan 22	Personality and Learning	Ch 2
Jan 24	Perception and Attribution	Ch 3
Jan 29	Values and Attitudes	Ch 4
Jan 31	Class Exercise/Discussion	
Feb 5	Theories of Work Motivation	Ch 5
Feb 7	Motivation in Practice	Ch 6
	Part B: Group Processes	
Feb 12	Groups and Teamwork	Ch 7
Feb 14	Group Project Work	
Feb 17-24	Reading Week (No Classes)	
Feb 26	Leadership	Ch 9
Feb 28	Mid-Term Test	
Mar 4	Group Project Work	
Mar 6	Social Influence and Socialization	Ch 8
Mar 11	Communication	Ch 10
Mar 13	Decision-Making	Ch 11
Mar 18	Group Exercise/Discussion	
Mar 20	Power, Politics, and Ethics	Ch 12
Mar 25	Conflict and Stress	Ch 13
Mar 27	Group Exercise/Discussion	
	Part C: Organizational Dimensions and Dynamics	
Apr 1	Organizational Structure	Ch 14
Apr 3	Organizational Environment & Technology	Ch 15
Apr 8	Organizational Change	Ch 16
Apr 10	Group Project Work	
Apr 15	Group Exercise/Discussion	
Apr 17	Course Wrap-Up	
Apr 21-30	Final Examination Period (Exam to be scheduled by Registrar)	

University of Calgary Curriculum Objectives

This course addresses the following core competencies:

- Critical 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:

- In-class discussions are used to stimulate critical thinking about various course topics and issues.
- Participation in learning team exercises are designed to illustrate different group processes and require students to analyze various workplace issues, followed by brief class presentations.
- The group project requires students to analyze organizational behaviour by applying relevant course concepts and principles, as well as to gather and organize information on the group's own processes and dynamics including group leadership.
- Self-assessment measures relating to such organizational psychology topics as values, motivation, leadership styles, power, stress, and organizational structure are completed in-class with students scoring and interpreting their own responses

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 of 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 the 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 in 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 accommodation. If you are a student with a 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/Counsellor 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 or Counsellor 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 April 17, 2008.

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

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 January 25, 2008. The last day to withdraw from this course is April 18, 2008.