



Psychology 423

Organizational Psychology

|                      |                      |                           |               |
|----------------------|----------------------|---------------------------|---------------|
| <b>Instructor:</b>   | Dr. Derek Chapman    | <b>Lecture Location:</b>  | A167          |
| <b>Phone:</b>        | 403-220-5558         | <b>Lecture Days/Time:</b> | M/3:30-6:15pm |
| <b>Email:</b>        | dchapman@ucalgary.ca |                           |               |
| <b>Office:</b>       | A224                 |                           |               |
| <b>Office Hours:</b> | On Request           |                           |               |

**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.

**Prerequisites**

Psyc 205 – Principles of Psychology, Psyc 312 Experimental Design and Quantitative Methods for Psychology

**Required Text**

Johns, G., & Saks, A. (2011). *Organizational Behavior: Understanding and Managing Life at Work(8<sup>th</sup> 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 30% 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.

## 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 down to the nearest whole percentage (i.e., 89.4% will be rounded down to 89%, etc.).

## Tentative Lecture Schedule

| Date      | Topic/Activity/Readings/Due Date (revise and add columns & rows as necessary)        | Readings                                   |
|-----------|--|--|
| Jan 9     | Lectures begin. Organizational Research Methods                                      | Ch. 1                                      |
| Jan 16    | Personality in Organizations   | Ch. 2                                      |
| Jan 20    | Last day to drop Winter Term half courses without penalty.                           |  |
| Jan 23    | Communication In Organizations<br>Last day to Add or Swap a Winter Term half course. | Ch. 10                                     |
| Jan 30    | Motivation in Organizations  | Ch. 5, 6                                   |
| Feb 7     | Midterm I  | Ch's 1,2,5, 6, 10<br>and class<br>material |
| Feb 13    | Decision Making  | Ch. 11                                     |
| Feb 19-26 | Reading Week. No lectures.   |  |
| Feb 27    | Job Attitudes  | Ch. 4                                      |
| Mar 5     | TBA  |  |
| Mar 12    | Midterm II   | Ch's 4,11, and<br>class material           |
| Mar 19    | Power and Deviance in Organizations  | Ch. 12                                     |
| Mar 26    | Leadership   | Ch. 9                                      |
| Apr 2     | Teams  | Ch. 7                                      |
| Apr 9     | TBA  |  |

## 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.

### **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 **April 13, 2012**.

### **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](mailto:suypaca@ucalgary.ca)

**Student Union Faculty Rep.:** Phone: 403-220-3913 [socialscirep@su.ucalgary.ca](mailto: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 20, 2012**. Last day for registration/change of registration is **January 23, 2012**. The last day to withdraw from this course is **Apr 13<sup>th</sup>, 2012**.