



Psychology 481

Current Issues in Organizational Psychology

Instructor:	Theresa Kline	Lecture Location:	Administration 253
Phone:	403-220-3469	Lecture Days/Time:	T/Th 09:30-10:45
Email:	Babbitt@ucalgary.ca		
Office:	Administration 016		
Office Hours:	TBA		

Course Description and Goals

Review different theoretical frameworks in Organizational Psychology. Examine case studies with different perspectives. Write about organizational cases using different theoretical frames. Understand the links between theory, research and practice.

Aims of Psychology 481

- Introduce a variety of perspectives from which to view organizational life.
- Use these perspectives to solve organizational problems.
- Understand the pros and cons of various perspectives.

Prerequisites

Psyc 312 - Experimental Design and Quantitative Methods for Psychology and one of Psyc 321 or 421 or 423

Required Text

Morgan, G. (2006) *Images of Organization* (Updated Version). Thousand Oaks, CA: Sage. (Available at U of C Bookstore)

Powerpoint notes for this course are available on Blackboard.

Evaluation

The course grade will be based on four papers. Papers are due in hard copy form and can be turned in at the Department of Psychology Office in Administration 275. Papers received after the due dates will be reduced 10 points (out of 100) for each day they are late, including weekend days. There are NO exceptions to this. Papers should conform to APA style and be 10 pages in length. A marking scheme is attached to let you know how the paper grading will be handled.

Distribution of Credit for Final Grade:

First paper:	25%
Second paper:	25%
Third paper:	25%
Fourth paper:	25%

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 to the nearest whole percentage (e.g., 89.5% will be rounded up to 90%).

Tentative Lecture Schedule

Date	Topic/Activity/Readings/Due Date
T Sep 11	Lecture begins. Ch 1 Course outline/expectations/Introduction
R Sep 13	Ch 1 Video/Introduction
T Sep 18	Case 1
R Sep 20	Ch 2 Mechanization
F Sep 21	Last day to drop a course with no W grade and tuition refund.
M Sep 24	Last day for add or swap courses.
T Sep 25	Ch 2 Mechanization
R Sep 27	Case 2
T Oct 2	Ch 3 Organisms
R Oct 4	Ch 3 Organisms
T Oct 9	Case 3/ Paper 1 due
R Oct 11	Ch 4 Brains
T Oct 16	Ch 4 Brains/ Case 4
R Oct 18	Ch 5 Cultures
T Oct 23	Ch 5 Cultures
R Oct 25	Case 5
T Oct 30	Ch 6 Politics/ Paper 2 due
R Nov 1	Ch 6 Politics
T Nov 6	Case 6
T Nov 8	Ch 7 Psychic Prisons
T Nov 13	Reading Days – No Classes
R Nov 15	Case 7
T Nov 20	Ch 8 Flux and Transformation
R Nov 22	Ch 8 Flux and Transformation
T Nov 27	Case 8/ Paper 3 due
R Nov 29	Ch 9 Domination
T Dec 4	Case 9
R Dec 6	Ch 10, 11, 12 Challenge and Understanding/Applying

F Dec 7	Fall Term Lecture ends. Last day to withdraw with permission from Fall Term half courses.
R Dec 13	Paper 4 due

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 **Dec 7th, 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

Student Union Faculty Rep.: Phone: 403-220-3913 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 Sep 21st, 2012**. Last day for registration/change of registration is **Sep 24th, 2012**. The last day to withdraw from this course is **Dec 7th, 2012**.

PSYCHOLOGY 481
FALL 2012

CURRENT ISSUES IN ORGANIZATIONAL PSYCHOLOGY
MARKING SCHEME FOR PAPERS

Name: _____ ID: _____

DR. THERESA KLINE

1. Identification of problem	5	_____
2. Identification of "lens/metaphor"	10	_____
3. Issues	20	_____
4. Solutions	20	_____
5. Assessment of Success	20	_____
6. Organization	10	_____
7. Clarity of Presentation	10	_____
Total	100	_____

Comments: