

Psychology 739.14

Employee Attitudes &amp; Work Behaviour

Winter 2016

<b>Instructor:</b>	Matthew McLarnon	<b>Lecture Location:</b>	EDC 286
<b>Phone:</b>	226-919-9192	<b>Lecture Days/Time:</b>	Mon., 16:00 – 18:45
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<b>Office Hours:</b>	By Appointment		

### Course Description and Goals

This course will offer an overview of selected topics in the area of work attitudes and behaviour, and will familiarize students with the predominant theories, research methods, and findings on work attitudes and behaviour. For each of the selected topics, see preliminary schedule below, the course will rely on in-depth discussions focused on the development, definition, correlates, and consequences of each work attitude construct. Throughout the seminar, emphasis will be placed on the critical evaluation of both theory and research in effort to derive an accurate understanding of the research literature, which should also inform sound implications for practice in applied settings, and future research considerations.

### Required Text

No specific textbook is required but readings will be assigned on a weekly basis in accordance with the preliminary schedule described below.

### Evaluation

- 1. Participation** – It is expected that students will be actively involved in the weekly discussions and will prepare for class by doing the assigned readings and reflecting upon them. Fifteen percent (15%) of the final grade will be accounted for by participation.
- 2. Commentary papers** – Students will be required to hand in a total of two commentary papers on two of the assigned weekly sets of readings. Commentary papers should be no more than two double-spaced pages (12-point font, 1-inch margins). Each of the commentary papers will be worth 5% of the final grade, for a total of 10% of the final grade. Each paper should provide a critical synthesis of central issues covered in the respective set of weekly readings. The papers will be graded on two equally weighted dimensions: a) depth of coverage, and b) clarity (which includes coherence and logic of arguments, organization, grammar, following APA guidelines, etc.). Each student can choose which sets of readings s/he would like to write commentary papers about. Papers should be submitted by email by 11:59pm on the night before the respective topic is scheduled to be covered (see preliminary schedule below). Late submission of the commentary will result in a deduction of 50% for missing the initial deadline, and 5% every day thereafter.

**3. Discussion leader** – As a discussion leader, you will be asked to choose one of the weekly readings and lead the class through a discussion of its content. Although every student is expected to have read, and reflected upon, each reading, discussion leaders will be expected to provide a detailed overview of the particular study’s background, theoretical position, and methodology, and will facilitate a discussion amongst other class members. This will likely involve completing additional reading on the chosen topic.

Generally, this will involve providing your own overview of the focal paper, and then facilitating a discussion around what you feel are the critical questions (answered or unanswered), fundamental flaws, theoretical contributions or shortcomings, or new directions for research in the area. Critically, your role is to generate discussion, not provide a lecture. The discussion leader role will account for 15% of students’ final grade.

**4. Term paper and presentation (research proposal or literature review)** – Students will be required to extensively research a relevant topic of interest and present the topic to the other students in the course at an assigned time. Additionally, a term paper on the same topic must be submitted by April 13<sup>th</sup>, 11:59pm by email. Late submission of the term paper will result in a grade deduction of 10% for each day late, up to a maximum of 5 days, after which the term paper will not be accepted.

The term paper can take the form of a comprehensive literature, systematic review, or research proposal on a work attitudes-related topic. Additional criteria and requirements will be discussed in the first class on January 11<sup>th</sup>. The presentation will be worth 20% of students’ final grade, and the essay will be worth 40% of students’ final 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 up or down to the nearest whole percentage (e.g., 89.5% will be rounded up to 90% = A but 89.4% will be rounded down to 89% = A-).

#### General University of Calgary important dates

##### Winter 2016

Date	
M Jan 11	Lecture begins.
F Jan 22	Last day to drop full courses Winter Term half courses. No refunds for Winter Term half courses after this date.
M Jan 25	Last day to add or swap Winter Term half courses. Last day for change of registration from audit to credit or credit to audit.
Feb 14 - 21	Reading Week. No lectures.
M Feb 15	Alberta Family Day. No Classes. University Closed
F Mar 25	Good Friday. No Classes. University Closed
W Apr 13	Winter Term Lectures End. Last day to withdraw with permission from Winter or Multi Term courses.

## Preliminary Psychology 739.14 Schedule

Date	Topic/Activity/Readings/Due Date <i>(revise and add columns &amp; rows as necessary)</i>
M Jan 11	<i>Winter term lectures begin.</i> Overview of course; Introduction to job/work attitudes
M Jan 18	Satisfaction
<i>F Jan 22</i>	<i>Last day to drop Winter Term half-courses.</i>
M Jan 25	<i>Last day to add or swap Winter Term half courses.</i> <i>Last day for change of registration from audit to credit or credit to audit.</i>  Commitment
<i>F Jan 29</i>	<i>Fee payment deadline for Winter Term fees.</i>
M Feb 1	Engagement
M Feb 8	Justice
<i>Feb 14-21</i>	<i>Reading Week. No lectures. University open (except Family Day).</i>
<i>M Feb 15</i>	<i>Alberta Family Day, University closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.</i>
M Feb 22	Affect
M Feb 29	Well-Being & Resiliency
M Mar 7	Values & P-O Fit
M Mar 14	Absenteeism
M Mar 21	Voice
<i>F Mar 25</i>	<i>Good Friday. No Classes. University Closed</i>
M Mar 28	Student presentations
M Apr 4	Student presentations
M Apr 11	Student presentations
W Apr 13	<i>Winter Term Lectures End.</i> <i>Last day to withdraw from full courses and Winter Term half courses.</i>
Apr 16-27	<i>Winter Term Final Examinations.</i>

### **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; no reappraisal of term work is permitted after the 15 days. 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**

Students seeking an accommodation based on disability or medical concerns should contact Student Accessibility Services; SAS will process the request and issue letters of accommodation to instructors. For additional information on support services and accommodations for students with disabilities, visit [www.ucalgary.ca/access/](http://www.ucalgary.ca/access/).

Students who require an accommodation in relation to their coursework based on a protected ground other than disability should communicate this need in writing to their Instructor.

The full policy on Student Accommodations is available at [http://www.ucalgary.ca/policies/files/policies/student-accommodation-policy\\_0.pdf](http://www.ucalgary.ca/policies/files/policies/student-accommodation-policy_0.pdf).

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 up to 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 during exam make-up hours provided by the department* <http://psychology.ucalgary.ca/undergraduate/exam-and-course-information#mues>.

### **Travel During Exams**

Consistent with University regulations, students are expected to be available to write scheduled exams at any time during the official December and April examination periods. Requests to write a make-up exam because of conflicting travel plans (e.g., flight bookings) will NOT be considered by the department. Students are advised to wait until the final examination schedule is posted before making any travel arrangements. *If a student cannot write their final exam on the date assigned by the Registrar's Office, they need to apply for a deferred exam. Under no circumstances will this be accommodated by the department.*

### **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.

### **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 Ombudsman's Office**

The Office of the Student Ombudsmen provides independent, impartial and confidential support for students who require assistance and advice in addressing issues and concerns related to their academic careers. The office can be reached at 403-220-6420 or [ombuds@ucalgary.ca](mailto:ombuds@ucalgary.ca)  
(<http://www.ucalgary.ca/provost/students/ombuds>)

### **Safewalk**

The safewalk program provides volunteers to walk students safely to their destination anywhere on campus. This service is free and available 24 hrs/day, 365 days a year.  
Call 403-220-5333.

### **Important Dates**

The last day to drop this course with no "W" notation and **still receive a tuition fee refund is January 22, 2016**. Last day for registration/change of registration is **January 25, 2016**. The last day to withdraw from this course is **April 13, 2016**.