



---

**Psychology 739.03 Seminar in Industrial/Organizational Psychology**

<b>Instructor:</b>	Dr. Theresa Kline	<b>Lecture Location:</b>	Administration 247B
<b>Phone:</b>	403-220-3469	<b>Lecture Days/Time:</b>	M/W 9:30 a.m. – 10:45 a.m.
<b>Email:</b>	Babbitt@ucalgary.ca		
<b>Office:</b>	Administration 135B		
<b>Office Hours:</b>	To Be Arranged		

---

**Course Description and Goals**

Review past and current theoretical frameworks in Organizational Psychology and Organizational Behaviour. Examine case studies with different perspectives. Understand the links between theory and research and theory and practice.

**Required Texts & Reading**

Miner, J.B. (2003). The rated importance, scientific validity, and practical usefulness of organizational behavior theories: A quantitative review. *Academy of Management Learning and Education*, 2, 250-268. (Download from U of C Library)

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

Ott, J.S., Parkes, S.J., & Simpson, R.B. (2007). *Classic Readings in Organizational Behavior* (4<sup>th</sup> ed.). Wadsworth Publishing Co. (OB) (Available at U of C Bookstore)

Shafritz, J.M., Ott, J.S., & Jang, Y.S. (Eds.) (2011). *Classics of Organization Theory* (7<sup>th</sup> ed.). Wadsworth Publishing Co. (OT) (Available at U of C Bookstore)

**Evaluation**

The course grade will be based on two examinations (both are take-home), a major paper that diagnoses an organization using different theoretical perspectives (take-home), and your class participation. Discussion and a handout about the paper (expectations, organization, etc.) will be covered during the first two weeks of the course. Examinations will be of the “problem solving” variety (i.e., a situation will be given; what you would do and your rationale is expected).

Exam 1 25%   Exam 2 25%   Paper 35%   Participation 15%

### 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., 89.4% will be rounded up to 90%).

Date	Topic/Activity/Readings
M Jan 9	Lecture begins. Business of Paradigms/Overview of course & requirements.
W Jan 11	<i>Introduction</i> OT Introduction (pp. 1-30) Images Ch 1
M Jan 16	<i>Classical Theory</i> OT Ch. 1, Readings 1-9 Images Ch 2
W Jan 18	<i>Classical Theory</i> OT Ch. 1, Readings 1-9 Images Ch 2
F Jan 20	Last day to drop a course with tuition refund.
M Jan 23	<i>Neo-Classical Theory</i> OT Ch. 2, Readings 9-13 Last day for registration/change of registration.
W Jan 25	<i>Human Resource Theory and Motivation</i> OT Ch. 3, Readings 14-18
M Jan 30	<i>Modern Structural Theory</i> OT Ch. 4, Readings 19-23 <b>Exam 1 handed out</b>
W Feb 1	<i>Leadership</i> OB Ch. 1, Readings 1-8
M Feb 6	<i>Leadership</i> OB Ch. 1, Readings 1-8 <b>Exam 1 due</b>
W Feb 8	<i>Individuals and Groups</i> OB Ch. 2, Readings 17-23
M Feb 13	<i>Individuals and Groups</i> OB Ch. 2, Readings 17-23
W Feb 15	<i>Organizational Economics Theory</i>

	OT Ch. 5, Readings 24-27
M Feb 20	Alberta Family Day. No lecture.
W Feb 22	Reading days. No lecture.
M Feb 27	<i>Power and Politics</i> OT Ch. 6, Readings 28-33 Images Ch. 6 & 9
W Feb 29	<i>Power and Politics</i> OT Ch. 6, Readings 28-33 Images Ch. 6 & 9
M Mar 5	<i>Cultural Theory</i> OT Ch. 7, Readings 34-37 Images Ch. 5 & 7
W Mar 7	<i>Cultural Theory</i> OT Ch. 7, Readings 34-37 Images Ch. 5 & 7 <b>Exam 2 handed out</b>
M Mar 12	<i>Organizations and Environments</i> OT Ch. 8, Readings 39-44
W Mar 14	<i>Organizations and Environments</i> OT Ch. 8, Readings 39-44 <b>Exam 2 due</b>
M Mar 19	<i>Organizational Change</i> Images Ch. 8
W Mar 21	<i>Organizational Change</i> Images Ch. 8
M Mar 26	<i>Systems and Society</i> OT Ch. 9, Readings 43-48 Images Ch. 3 & 4
W Mar 28	<i>Systems and Society</i> OT Ch. 9, Readings 43-48 Images Ch. 3 & 4
M Apr 2	<i>Systems and Society</i> OT Ch. 9, Readings 43-48 Images Ch. 3 & 4
W Apr 4	Miner paper Images Chapters 10, 11, 12
M Apr 9	Miner paper Images Chapters 10, 11, 12
W Apr 11	<b>Final paper handed out, expectations, finishing up.</b>
F Apr 13	Lecture ends. Last day to withdraw.
T April 17	<b>Final Papers Due</b>

### **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**

Students who miss a term test due to a valid and documented official University reason (illness, domestic affliction, or religious conviction) have 48 hours to contact AND schedule a makeup test with the instructor. The onus is on the student to have a makeup test approved and scheduled within 48 hours, or the makeup test option is forfeited. The same process applies to missed makeup tests. At the instructor's discretion, the makeup test may differ significantly in form and/or content from the missed test. However, the makeup test cannot differ in weight (% of final grade) from the missed test. Except in extenuating circumstances (a documented official University medical excuse), a makeup test must be written within 2 weeks of the missed test. Absence from a final exam, and deferral of a final exam, are handled by Enrolment Services (see [http://www.ucalgary.ca/registrar/deferred\\_final](http://www.ucalgary.ca/registrar/deferred_final)). Students absent

from a final exam must notify the instructor within 48 hours and must then apply for an official deferred final exam no later than the deadline indicated in the Examinations Schedule.

### **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 Ombuds 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.su.ucalgary.ca/services/student-services/student-rights.html>).

### **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 and **still receive a tuition fee refund** is **Jan 20, 2012**. Last day for registration/change of registration is **Jan 23, 2012**. The last day to withdraw from this course is **Apr 13, 2012**.