



UNIVERSITY OF
CALGARY

Department of Psychology
Psychology 423 (L60) – Organizational Psychology
Summer 2009

Instructor:	Dr. Terry J. Prociuk	Lecture Location:	Admin. 167
Phone:	403-220-2242	Lecture Days/Time:	MW 11:00 – 1:45 PM
Email:	tprociuk@ucalgary.ca		
Office:	Admin. 257D		
Office Hours:	MW 10:00 – 11:00 AM		

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/>

Prerequisites

Psyc 205 - Principles of Psychology
Psyc 312 - Experimental Design and Quantitative Methods

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 on July 27, 2009, worth 30% of final grade, and a part-cumulative final examination on a date to be scheduled by the Registrar's Office, worth 40% of final grade. Both the mid-term test and final exam, consisting of both multiple-choice and written components, will be based on textbook chapters and lecture material and 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% of final grade) as well as a peer evaluation of performance in the role of group leader (worth 3% of final grade). Details for the course project will be provided separately – however, the written report and peer evaluations are to be submitted in class on August 12, 2009, in hardcopy form only (e-mailed assignments will not be accepted), with late submission penalties of 50% per day applying to both. Class work evaluation, worth 7% of final grade, 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%

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% = A, but 89.4% will be rounded down to 89% = A-).

Tentative Lecture Schedule

Class Date	Course Topic	Text Reading
Mon, 6 July	Introduction to Organizational Behaviour/Research Methods	Ch 1 & Appendix
Part A: The Individual in the Work Place		
Wed, 8 July	Personality and Learning/Perception and Attribution	Ch 2 & 3
Mon, 13 July	Values and Attitudes/Class Exercise	Ch 4
Wed, 15 July	Theories of Work Motivation/Motivation in Practice	Ch 5 & 6
Part B: Group Processes		
Mon, 20 July	Groups and Teamwork/Group Project Work	Ch 7
Wed, 22 July	Leadership/Class Exercise	Ch 9
Mon, 27 July	Mid-Term Test	
Wed, 29 July	Social Influence and Socialization/Communication	Ch 8 & 10
Mon, 3 August	Heritage Day (No Class)	
Wed, 5 August	Decision-Making/Power, Politics, and Ethics	Ch 11 & 12
Part C: Organizational Dimensions and Dynamics		
Mon, 10 August	Conflict and Stress/Organizational Structure	Ch 13 & 14
Wed, 12 August	Environment & Technology/Organizational Change	Ch 15 & 16
Group Project Report/Peer Evaluations of Leadership Due		
August 17-19	Final Examination Period (Exam to be scheduled by Registrar)	

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 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 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 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 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

Make-up tests/exams are NOT an option without an official University medical excuse (see the University Calendar). A completed Physician/Counsellor 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 make-up 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.

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 **August 13th, 2009**.

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 suvpaca@ucalgary.ca
Student Union Faculty Rep.: Phone: 403-220-3913 socialscirep@su.ucalgary.ca

Important Dates

The last day to drop this course and **still receive a fee refund** is **July 6th, 2009**. The last day to withdraw from this course is **August 14th, 2009**.