



Department of Psychology
Psychology 423 – Organizational Psychology
Winter 2011 – Course Outline

Instructor:	Brenda Nguyen	Lecture Location:	SS 113
Phone:	403-220-2243	Lecture Days/Time:	T TR 15:30-16:45
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Office Hours:	By Appointment		

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 312 – Experimental and Quantitative Methods for Psychology

Required Text

Johns, G., & Saks, A. (2011). *Organizational Behavior: Understanding and Managing Life at Work* (8th 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 20% 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 35% of your grade. In addition, students will be required to submit a literature review and research proposal worth 20% of the final grade. The research proposal is due on the last day of class for 423 and should be handed in at the beginning of the lecture. A penalty of 10% will be assessed for each day it is late (including

weekends). E-mail submissions will not be marked. Finally, participation is worth 5% of your 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 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	Readings
T Jan 11	Lectures begin. Organizational Research Methods	
R Jan 13	Research Methods	Ch. 1
T Jan 18	Personality in Organizations	Ch. 2
R Jan 20	Personality in Organizations	
T Jan 25	Communication In Organizations	Ch. 10
R Jan 27	Communication in Organizations	
T Feb 1	Motivation in Organizations	Ch. 5
R Feb 3	Motivation in Organizations	Ch. 6
T Feb 8	Motivation in Organizations	
R Feb 10	Midterm I	Ch. 1,2,5, 6, 10 and class material
T Feb 15	Decision Making	Ch. 11
R Feb 17	Decision Making	
Feb 21-25	Reading Week	
T Mar 1	Job Attitudes	Ch. 4
R Mar 3	Job Attitudes	
T Mar 8	Job Attitudes	
R Mar 10	Workplace Stress	Ch. 13
T Mar 15	Workplace Stress	
R Mar 17	Remembrance Day. No lecture.	
T Mar 22	Midterm II	Ch. 4,11,13 and class material
R Mar 24	Power and Deviance in Organizations	Ch. 12
T Mar 29	Power and Deviance in Organizations	
R Mar 31	Leadership	Ch. 9
T Apr 5	Leadership	
R Apr 7	Teams	Ch. 7
R Apr 12	Teams	
R Apr 14	Teams – Last Class, Research Proposal DUE	
Apr 18-29	Final exam (scheduled by the 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 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). 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.

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 **Apr 14th, 2011**

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

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 (<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 with no "W" notation and **still receive a tuition fee refund is Jan 21st, 2011.** Last day for registration/change of registration is **Jan 24th, 2011.** The last day to withdraw from this course is **Apr 15th, 2011.**