



PSYC 739 .25 Seminar in International Industrial/Organizational Psychology Fall 2016

Instructor:	Yannick Griep	Lecture Location:	AD 247B
Phone:	403-210-7344	Lecture Days/Time:	Thursday 9:00AM – 11:45PM
Email:	yannick.griep@ucalgary.ca	[Lab and/or TA info in remaining cells (delete if N/A)]	TA still to be confirmed
Office:	Admin 214		
Office Hours:	Thursday 4:00PM – 6:00PM		

Course Description and Goals

Organizations are such an integral part of our existence we often assume that we understand organizations and the people working in them. Far too often that assumption is erroneous; people and the organizations they comprise are complex entities that are not only difficult to understand but also difficult to manage and work within. This complexity is magnified when working among culturally diverse individuals or when working abroad. This senior course in Industrial/Organizational Psychology aims to develop your understanding of, and ability to apply, Industrial/Organizational Psychology concepts and theories as they relate to the effective management of individuals from an international and cross-cultural perspective. This course will explore a variety of interesting topics at individual and group levels of analysis. For example, at the individual level of analysis this course will deal with topics such as motivation, negotiation, expatriates, and global careers. At the group level, this course will deal with topics such as cultural differences across organizations, cultural synergy, leadership, team processes, and communication.

Students who enroll in this course will be divided into small groups and required to give a 2-hour lecture and to submit a 15-page paper on the topic of their lecture. Topics for the lecture and paper can be chosen from a pre-fixed list of topics or selected freely in consultation with the professor. The lecture will count for 25% of the final grade, whereas the paper will count for 30% of the final grade.

Required Text

The background textbook for this course can be bought on Amazon. Textbook: Adler, N. J., & Gundersen, A. (2007). *International dimensions of organizational behavior (5th revised edition)*. Mason, OH: Thomson Higher Education.

Additional readings (based on the student lectures) will be made available as needed.

Evaluation

This course will be evaluated by means of a final exam, a group lecture, a paper on the lecture topic, and a peer evaluation form.

1. Final exam (40% of final grade). The final exam will take place at the end of the fall term and will cover all lecture and reading materials from September 15th to December 8th. The exam will be an oral exam with written preparation. You are not allowed to use computers, iPods, iPads, smart watches, cellphones, notes, or books during this exam. The exam will be scheduled by registrar.

2. Group lecture (25% of final grade). In small teams, you are required to deliver a 2-hour lecture on a topic relevant to International Industrial/Organizational Psychology. Additionally, there will be 30 to 45 minutes for questions and discussion. Topics for this group lecture can be chosen from a pre-fixed list of topics or selected freely in consultation with the Professor. A more elaborate explanation of this group lecture will be given during class (September 15th). Group lectures will take place during regular lecture times and will start on September 29th. Missed group lectures will result in 0% of the final grade. You will also be requested to evaluate your peers, akin to me evaluating the group lecture.

Potential topics: Communication across cultures, cultural synergy, managing multi-cultural teams, global leadership, motivating employees from around the world, multinational decision making, global negotiation, managing cross-cultural transitions, expats, global careers, and and international psychological contract

3. Paper (30% of the final grade). Your small team is also requested to submit a 15-page paper on the topic of the lecture. This paper should provide a state of the art overview of the current knowledge about the selected topic, identify gaps in the literature, and develop propositions for future research and/or theory development. A more elaborate explanation will be given during class (September 15th). Papers are due on December 8th and should be handed in during class, akin to being send via email. Failure to hand in the report on the given due date will be penalized by a 10% reduction in grades per day (including weekends).

4. Peer evaluation form (5% of the final grade). You will be requested to evaluate your group members' contributions for the group lecture and group paper. Additionally, you will be requested to evaluate your fellow students' papers.

As an incentive, the best paper (based on my own reading and your fellow student's evaluation) will be selected for potential publication in a peer-review journal. A more elaborate explanation on this process will be given during class (September 15th).

Students must achieve a passing grade on the class, lecture, and paper components to pass this course. Failure on either the class, the lecture, or the paper component will result in a failure for the entire 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. 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-).

Tentative Lecture Schedule

Date	Topic/Activity/Readings/Due Date
T Sep 13	Lecture begins.
R Sep 15	Course introduction & culture and management
R Sep 22	How cultural differences affect organizations
F Sep 23	Last day to drop full courses (Multi-term) and Fall Term half courses. No refunds for full courses (Multi-term) or Fall Term half courses after this date.
M Sep 26	Last day to add or swap full courses (Multi-term) and Fall Term half courses. Last day for change of registration from audit to credit or credit to audit.
R Sep 29	Student group lecture 1
F Sep 30	Fee payment deadline for Fall Term full and half courses.
R Oct 6	Student group lecture 2
M Oct 10	Thanksgiving Day, University closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
R Oct 13	Student group lecture 3
R Oct 20	Student group lecture 4
R Oct 27	Student group lecture 5
R Nov 3	No class
R Nov 10-13	Reading Days. No lectures.
F Nov 11	Remembrance Day (Observed). University Closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
R Nov 17	Student group lecture 6
R Nov 24	Student group lecture 7
R Dec 1	Student group lecture 8
R Dec 8	Wrap up & explanation exam & papers due
F Dec 9	Fall Term Lectures End. Last day to withdraw with permission from Fall Term half courses.
Dec 12-22	Fall Term Exam Period.

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

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 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 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 Organizations

Psychology students may wish to join the Psychology Undergraduate Students' Association (PSYCHS). They are located in Administration 130 and may be contacted at 403-220-5567.

Student Union VP Academic: Phone: 403-220-3911 suvpaca@ucalgary.ca

Student Union Faculty Rep.: arts1@su.ucalgary.ca

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

(<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 **September 23, 2016**. Last day for registration/change of registration is **September 26, 2016**. The last day to withdraw from this course is **December 9, 2016**.