

Organizational Psychology Psychology 338

Department of Psychology
University of Waterloo

Instructor: Dr. D. Brown

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Office: PAS 4045

Office Hours: Tuesday 11:00 – 1:00

Class Meetings: Monday 6:30-9:20

Required Text: Johns, G., and Saks, A.M., (2000). Organizational Behaviour: Understanding and managing life at work. (6th Edition). Scarborough, ON: Prentice Hall.

Teaching Assistants: Jennifer Komar, Huiwen Lian, Karina Schumann, Mariana Soraggi, Jeff Spence

TA Office Hours:

Jennifer Komar — Wed 2:00 – 4:00, Office: PAS 4237 (e-mail: jakomar@watarts.uwaterloo.ca)

Huiwen Lian — Thursday 2:00 – 4:00, Office: PAS 4232 (e-mail: hlian@artsmail.uwaterloo.ca)

Karina Schumann — Wed 10:00-12:00, Office: PAS 3045 (e-mail: kschuman@artsmail.uwaterloo.ca)

Mariana Soraggi — Monday 2:00-4:00, Office: PAS 4238 (e-mail: mpsoragg@artsmail.uwaterloo.ca)

Jeff Spence — Monday 9:30 – 11:30, Office: PAS 4235 (e-mail: jr2spenc@uwaterloo.ca)

Antireq for 338: (1) Msci 211; (2) Bus 388 at WLU; (3) Bus 288 at WLU starting in the Fall of 2004
Course Objectives

This course will introduce you to the major theories and practices in the field of Organizational Behaviour. The primary emphasis in this course is on the psychological processes that influence the workplace environment, the nature of work, and the behaviour of workers.

Course Requirements

<u>Requirement</u>	<u>Date</u>	<u>Value</u>
Midterm Exam #1	Oct 2	25%
Midterm Exam #2	Nov 6	25%
Term Paper	Nov 27	25%
Midterm Exam #3	Dec 4	25%

Examinations

The exams will consist of multiple-choice and possibly short-answer questions. Questions will come from the textbook and lectures. Midterm exams will be held during class time (6:30-9:20) and are tentatively scheduled for the following dates: Monday, October 2, Monday, November 6, and Monday, December 4. Each midterm will contain only that material that was covered since the previous exam (i.e., **non-cumulative**).

Bonus Points

Research Participation

You may obtain bonus marks by participating in research projects being conducted by faculty and graduate students in the Department of Psychology. You will be credited with one percentage point (1%) for each hour of participation, up to a maximum of four percentage points (4%). The researchers will record your participation and the bonus marks will be added to your final grade.

Alternative

If you prefer not to participate in research or do not have the opportunity to participate in enough studies, you can earn your bonus marks by submitting short review papers (1½ to 2 pages typed). Each review paper should summarize a popular press article that is relevant to Organizational Behaviour and indicate how it relates to concepts discussed in the Johns and Saks book (please be specific and identify the page from which the

concept came). An article can be drawn from any popular press source (e.g., magazines or newspapers), however, to receive credit you must: a) submit the review paper prior to our last class, b) type your review, c) attach a copy of the article that you are reviewing.

TENTATIVE COURSE SCHEDULE

Days	Topic	Readings
September 11	Introduction to Organizational psychology	Chapter 1 and Appendix (P. 554-563)
September 18	Individual Differences, Perception and Learning	Chapters 2 and 3
September 25	Org Structure and Environment	Chapters 14
October 2	Midterm # 1 Chapters 1, 2, 3, 14, & Appendix (P. 554-563)	
October 16	Job Attitudes	Chapters 4
October 23	Motivation	Chapters 5 & 6
October 30	Social influence, Socialization, Culture, Conflict and Stress	Chapter 8 & 13
November 6	Midterm #2 Chapters 4, 5, 6, 8, 13	
November 13	Groups and Teamwork	Chapter 7
November 20	Decision making & Influence & Power	Chapter 11 & 12
November 27	Leadership & Organizational Change	Chapter 9 & 16
December 4	Midterm #3 Chapters 7, 9, 11, 12 & 16	

Term Paper

The Assignment: Write a 10-12 page paper (text) expanding on a topic that was either discussed in the book/class or has been approved by the instructor. The main body of your paper should include two parts. In the first portion of your paper you should review the findings of past research and discuss what prior literature has to say about the topic. In the second portion of the paper you should provide your own personal opinions regarding the topic area. The second portion should be at least one quarter of the paper and no more than one half of the paper. *You may write this paper in pairs.*

How much is the paper worth: The paper is worth 25% of your final grade.

Format rules (failure to follow these guidelines will adversely affect your grade):

1. Papers must be typed/machine printed (Do not hand in a paper that has been hand written!!).
2. The body of the paper MUST be **double spaced** with **1" margins** all around.
3. Your text must be in **12 point font**.
4. Please do not use covers. Use a single staple in the upper left hand corner.
5. Your paper must be spell checked and demonstrate the appropriate use of grammar.

Due date and late submissions: The paper is due at the start of class on November 27. Late papers will be docked 5% for every day that it is late.

Note on avoidance of academic offenses

All students registered in the courses of the Faculty of Arts are expected to know what constitutes an academic offense, to avoid committing academic offenses, and to take responsibility for their academic actions. When the commission of an offense is established, disciplinary penalties will be imposed in accordance with Policy #71 (Student Academic Discipline). For information on categories of offenses and types of penalties, students are directed to consult the summary of Policy #71 (Student Academic Discipline) which is supplied in the Undergraduate Calendar (p.1:11). If you need help in learning how to avoid offenses such as plagiarism, cheating, and double submission, or if you need clarification of aspects of the discipline policy, ask your course instructor for guidance. Other resources regarding the discipline policy are your academic advisor and the Undergraduate Associate Dean.