

Psych 338: Organizational Psychology
University of Waterloo
Department of Psychology
Spring Term 2007
Thursdays 2:30-5:20 DC 1351

Professor: Wendi L. Adair
Phone: 519-888-4567, ext 38143
E-mail: wladair@uwaterloo.ca
Office Hours: Friday 10-12, 4046 PAS
Required Text: Johns, G. & Saks, A.M. (2007). *Organizational Behaviour: Understanding and managing life at work*. Scarborough, ON: Prentice 6th or 7th Edition
Teaching Assistants: Lance Ferris: Wed 10-11 PAS 4231, dlFerris@watarts.uwaterloo.ca
Mariana Soraggi: Tu 1-2 PAS 4238 mpsoragg@artsmail.uwaterloo.ca
Jeff Spence: Th 10:30-11:30 PAS 4235, jr2spenc@uwaterloo.ca
Jenesis Squires: Th 11:30-12:30 PAS 4232, jsquires@artsmail.uwaterloo.ca
Stephen Risavy: Th 1-2 PAS 4239, srisavy@watarts.uwaterloo.ca

Overview

The purpose of Psych 338 is to introduce you to the major theories and practices in the field of Organizational Behaviour. The primary emphasis in the course is on the psychological processes that influence the workplace environment, the nature of work, and the behaviour of workers.

Format

The course tackles one or more areas of Organization Behaviour theory each week. Most weeks we will meet first for lecture and then break up into smaller groups for discussion. Students will be assigned to a discussion group for the duration of the term. Discussion group meetings will be used for case discussions and both individual and team experiential exercises.

Teamwork is a large component of the course. At the beginning of the term, you will be assigned to a four-person team. Over the course of the term your team will 1) complete several in-class exercises that illustrate key learning points and 2) write three team exercise debrief papers.

Course Materials

The primary source for Psych 338 is the Johns and Saks textbook. Additional materials for cases and experiential exercises will be handed out in Discussion Group meetings.

The final course outline is posted on the UW-ACE course site (<http://uwace.uwaterloo.ca>). Weekly slides will be posted to the course site on UW-ACE 24 hours prior to each class. In addition, please check ACE for weekly announcements.

Summary of Course Requirements

Requirement	Date	Value
Team debrief #1	May 24	12%
Midterm #1	June 7	25%
Team debrief #2	June 21	12%
Team debrief #3	July 19	12%
Midterm #2	July 26	25%
Attendance and Participation in Group Discussion		7%
Team Peer Evaluations		7%

Course Requirements

Midterm Examinations

The exams will consist of multiple-choice and possibly short-answer questions. Questions will come from the textbook, lectures, and discussion sections. Midterm exams will be held during class time and are scheduled for Thursday June 7 and Thursday July 26. Each midterm will contain only that material that was covered since the previous exam (i.e. non-cumulative).

Team Debriefs

Following each team exercise in your discussion group, you will be given an assignment to analyze your team experience. Assignments will ask you to analyze your team experience by tying in concepts covered in the readings and in class. Assignments should be type written, 3 pages, double spaced with 1 inch margins, and should be completed as a team. Assignments are due in class one week after the team exercise, as indicated under the **Summary of Course Requirements** and the **Course Outline**.

Team debriefs should be submitted in hard copy at the start of class on the due date. A late paper will be docked 5% for every day that it is late. Because the assignments are team-based, each member of your 4 person team will receive the same grade for your written work.

Team Peer Evaluations

It is expected that all team members will contribute to team exercises and debriefing papers. At the end of the term, you will each evaluate the other members of your team and credit will be deducted for students who did not adequately contribute to their team.

Attendance and Participation in Group Discussion

Because experiential learning is a large part of this course, you are expected to attend class each week and to participate fully in the group and team exercises in your discussion groups. Your Teaching Assistant will track attendance in your Group Discussion section and credit will be deducted for missed sessions.

Bonus Points

Research Participation

Participation in research is an integral part of this course, and provides undergraduate Psychology students with opportunities to learn first hand about psychology research and related

concepts. Many students report that participation in research is both an educational and interesting experience.

The REG oversees the recruitment and participation of students, and ensures that all participants receive appropriate class credit for their participation. Please note the Research Experience Group is run independent of this class. If you have any questions about registering or signing up for research opportunities, please contact the Research Experience Group office and not your professor or TA.

REG Login and Contact Information:

To sign up for the Research Experience Group (REG) you need to go to this website:

<http://uwaterloo.sona-systems.com/>

Log-in using your Quest UW user ID (e.g., j2smith) as your login name and your student number (e.g. 20101020) as your password. When you login you'll see some information about your rights as a research participant - you must read this and acknowledge it. Then you can fill out a form that asks background questions about you such as your age and gender. Although it's not mandatory for you to fill this out, we encourage you to do so because it will increase the number of studies that you are eligible to participate in.

You will only be able to log-in once you have registered for the class and paid your fees. Please do not hesitate to visit the REG website or contact the REG Coordinators if you have any questions or would like more information!

REG Website: <http://arts.uwaterloo.ca/~regadmin/>

How to earn bonus points

Students are encouraged to volunteer in research studies and may earn up to 4 percentage points (4%) towards their final mark in Psychology 338 by participating in studies conducted by students and faculty in the Department of Psychology. Participation is worth .5 participation credits (percentage points) for each half hour session. Researchers will record student's participation and will advise the course instructor of the total points earned by each student at the end of the term.

You will be credited with one percentage point (1%) for each hour of participation, up to a maximum of four percentage points (4%). Experiments must be related to organizational psychology. Please pay attention when signing up.

Please note that all Psychology studies have undergone prior ethics review and clearance through the Office of Research Ethics.

To maximize the educational benefits of participating in experimental studies, students will receive feedback information following their participation in each experiment detailing the following elements:

Note for students with disabilities

The Office for Persons with Disabilities (OPD), located in Needles Hall, Room 1132, collaborates with all academic departments to arrange appropriate accommodations for students with disabilities without compromising the academic integrity of the curriculum. If you require academic accommodations to lessen the impact of your disability, please register with the OPD at the beginning of each academic term.