

Psych 338: Organizational Psychology
University of Waterloo
Department of Psychology
Spring Term 2008
Thursdays 2:30-5:20 pm RCH 101

Professor: Wendi L. Adair
Phone: 519-888-4567, ext 38143
E-mail: wladair@uwaterloo.ca
Office Hours: Mondays 1:30-2:30 pm and by appointment, 4046 PAS
Required Text: Johns, G. & Saks, A.M. (2007). *Organizational Behaviour: Understanding and managing life at work*. Scarborough, ON: Prentice 7th Edition
Teaching Assistants: Joe Berry: PAS 4243, Fri 2:30-3:30, jwberry@artsmail.uwaterloo.ca
Michele Castaldi: PAS 4239, Th 12-1, mcastald@artsmail.uwaterloo.ca
Andrew Dilts: CPH 4312, Fri 11-12, andrew.dilts@gmail.com
Graham Nagy: PAS 4235, Weds 2-3, g2nagy@artsmail.uwaterloo.ca
Jenesis Squires: PAS 4228, Th 10-11, jsquires@artsmail.uwaterloo.ca
Anti-requisite: M Sci 211. You may not take Psych 338 if you have already taken M Sci 211.

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 you will 1) complete several surveys that will be used to provide you feedback at the end of the term on your team's progress and development, 2) as a team, complete several in-class exercises that illustrate key learning points and 3) as a team, write three team exercise debrief papers.

Course Materials

The primary source for Psych 338 is the Johns and Saks textbook, 7th edition. 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	June 5	12%
Midterm #1	June 12	25%
Team debrief #2	June 26	12%
Team debrief #3	July 17	12%
Midterm #2	July 24	25%
Class Participation		9%
Team Peer Evaluations		5%

Course Requirements

Midterm Examinations

The exams will consist of multiple-choice and, possibly, some 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 12 and Thursday July 24. Each midterm will contain only that material that was covered since the previous exam (i.e. non-cumulative). Midterms will be closed-book. No notes or textbooks are permitted.

Team Exercises, Surveys, and Debriefs

Learning to work in teams and manage teams is an integral part of this course. In week 4, you will be assigned to a 4-person team and you will remain together as a team for the remainder of the term. In discussion section, your team will complete several exercises that illustrate key course concepts. Before and after these exercises, you will complete on-line surveys about your team experience. At the end of the term, data from these surveys will be summarized and you will be provided with feedback on the development and progress of your team. In addition, the instructor will present class-level data so you can compare your team to teams of your peers.

Following each team exercise in your discussion group, you will complete a debrief assignment requiring 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 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 each of your team members and credit will be deducted for students who did not adequately contribute to their team.

Class Participation

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 participation in your Group Discussion section and your participation grade will depend on: 1) attendance, 2) participation in team dynamics components (exercises and surveys), and 3) quality contribution to class discussion.

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. You may earn bonus points by participating in REG studies and and/or a Team Dynamics Study in Class.

Participation in Psychology Research: Guidelines for Psychology 338, Spring 2008

Experiential learning is considered an integral part of the undergraduate program in Psychology. Participation in research is one example of this. A number of undergraduate courses have been expanded to include opportunities for Psychology students to volunteer as research participants enabling them to learn first-hand about psychology research and related concepts. Many students report that participation in research is both an educational and interesting experience.

Student participants may earn up to 3 percentage points towards their final mark in Psychology 338 by participating in Industrial/Organizational or Organizational Behavior 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. Students who do not wish to participate in research may choose an alternative approach to earning the same number of points; this is explained below in "Alternative to participating in research".

Since experiential learning is highly valued in the Department of Psychology, students can earn a "bonus" of 3% by participating in these experiments (i.e., the maximum possible final grade is 103%).

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

Educational focus of participation in research

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

- Purpose or objectives of the study
- Dependent and independent variables
- Expected results
- References for at least two related research articles
- Provisions to ensure confidentiality of data
- Contact information of the researcher should the student have further questions about the study
- Contact information for the Director of the Office of Research Ethics should the student wish to learn more about the general ethical issues surrounding research with human participants, or specific questions or concerns about the study in which she/he participated.

How do I sign up?

REG has created an account for you on SONA (our web-based Study Sign-Up system) at <http://uwaterloo.sona-systems.com>. User ID is your Quest ID (e.g. j2smith), temporary password is your Student ID (eg 2001234). Log in to your account, read/acknowledge the ORE “Human Subjects/Privacy Policy” then complete a very brief (10 minute) “Prescreen” questionnaire to provide basic demographic info. You will not receive a credit for this and you may decline if you wish however completing it will increase your eligibility for other studies. Once you have completed (or declined) the Prescreen questionnaire you should go to “My Profile” and enter your preferred (Alternate) email address. Then you can go to “Study Sign-Up” and select any studies that is listed as “Eligible” for Psych 338 that interests you and sign-up for a day/time that fits your schedule. You will receive a confirmation email and a reminder the day before the study. Upon completion of the study you will receive feedback about the study hypothesis, design and predictions. Your study credit will be granted within 48 hours. You can view your sign-ups and credits on the “Schedule/Credits” page.

When should I sign up?

Right away, the sooner the better!!! The On-line study “Mass Testing Survey S08”, worth 1.0 online credit, will be offered until June 2nd and you should do this study as soon as possible. Researchers often select participants based on their responses and doing this survey increases your eligibility for other studies. Note that you can only do this survey if you have completed the Prescreen questionnaire. Doing both Prescreen and Mass Testing Survey helps you (by providing more qualifying studies and researchers (by identifying more qualified participants) so we would greatly appreciate it if you would do both.

Are there any restrictions to the studies I can sign up for?

Yes ...

- i) the study must be eligible for Psych 338 (as noted in the Eligibility column on the Study Sign-Up page”). Be sure to assign the credit to Psych 338 when you sign up.

ii) only 2 of your credits can be earned for Online studies i.e., Mass Testing Survey S08 being one of them.

iii) you should try to spread your participation out over the term.

The last day to participate for credit is July 30 but you can participate for pay until August 15.

Where can I get more information, instructions, help with login problems etc?

Use the contact link at the bottom of every Sona page or to contact:

REG website: <http://www.arts.uwaterloo.ca/~regadmin/regparticipant>

REG/Sona Coordinator: regadmin@watarts.uwaterloo.ca

Alternative to participating in research

Students are not required to participate in research, and not all students wish to do so. As an alternative to participation in research, students may opt to review articles relevant to organizational psychology and write a short 1 page review. Each review articles counts as one percentage point. Articles may be taken from academic journals or the popular press. The review must:

- Be submitted by July 25.
- Be typed
- Include title, author, source and date of the article. A copy of the article must be attached.
- Identify the psychological concepts in the article and indicate the pages in the text that are applicable.
- Clearly evaluate the application or treatment of those concepts in the article.

Students may complete any combination of a) participation in research or b) article review up to a total of 3% points.

One Extra Credit Point for Team Dynamics Study in Class

As your instructor will explain, there is an opportunity for you to earn 1 extra credit point simply by giving the instructor permission to use data from your on-line team dynamics surveys in future research on team dynamics. Data will only be used in aggregate form and there will be no individual identifying information associated with your data. There will be more information about this opportunity presented in class. When you complete your first team survey on line, there will be information on the research project and a consent form where you can indicate if you give permission for your survey data to be used for research purposes and would like 1 extra credit point for participation. The instructor and other teaching assistants assigning grades will not be aware of who has elected to participate and there will be no implication for your grade in this course.

To get this additional extra credit point without participating in the team dynamics study, you can complete a research article review (see above) to be handed in by the last day of class.

Please note, if you take advantage of this fourth extra credit point option, you will be granted 1 extra credit point at the end of the term by the course TA. This extra credit point will not be granted through the REG and SONA system. In this case, you can earn an additional 3 extra

credit points through REG (studies and/or article reviews) for a total maximum of 4 extra credit points. In total you can earn up to 4% bonus points (i.e., the maximum possible final grade is 104%).

Course Outline

Week 1 May 8	Introduction to Organization Behaviour
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Readings:	Chapter 1 Appendix
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Week 2 May 15	Personality, Learning, Perception
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Readings:	Chapters 2-3
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Week 3 May 22	Attitudes and Motivation
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Readings: <i>Due by 9am on May 23:</i>	Chapters 4-5 <i>Complete survey #1 on ACE.</i>
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Week 4 May 29	Motivation in Practice Groups and Teams
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Readings: Discussion Group:	Chapters 6-7 Team Exercise #1
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Week 5 June 5	Negotiation and Conflict
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Hand in: Readings: Discussion Group <i>Due 12 noon June 5:</i>	Team Debrief #1 Chapter 13 Case analysis <i>Complete survey #2 on ACE.</i>
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Week 6 June 12	Midterm #1 Introduction to Leadership
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Midterm covers chapters 1-7, 13, Appendix

Week 7 June 19	Leadership
<i>Due 12 noon June 19:</i>	<i>Complete survey #3 on ACE</i>
Readings:	Chapter 9
Discussion Group:	Team Exercise #2
Week 8 June 26	Communication and Culture
Hand in:	Team Debrief #2
Readings:	Chapter 10; pp. 279-290
Discussion Group:	Team exercise debrief
<i>Due 12 noon June 26:</i>	<i>Complete survey #4 on ACE.</i>
Week 9 July 3	Social Influence
Readings:	Chapter 8
In-class:	View video case: 12 Angry Men
Discussion Group:	Case analysis
Week 10 July 10	Decision Making
<i>Due 12 noon July 10:</i>	<i>Complete survey #5 on ACE</i>
Readings:	Chapter 11
Discussion Group:	Team Exercise #3
Week 11 July 17	Power & Ethics Team Feedback Wrap-up
Hand in:	Team Debrief #3
Readings:	Chapter 12
Discussion group:	Case: Mapping your personal network
<i>Due 12 noon July 17:</i>	<i>Complete survey #6 on ACE</i>

Week 12
July 24

Midterm #2

Hand in:

Alternatives to research participation write-ups

Note on avoidance of academic offences:

All students registered in the courses of the Faculty of Arts are expected to know what constitutes academic integrity, to avoid committing academic offences, and to take responsibility for their actions. When the commission of an offence is established, disciplinary penalties will be imposed in accord with Policy #71 (Student Academic Discipline). For information on categories of offences and types of penalties, students are directed to consult the summary of Policy #71 which is supplied in the Undergraduate Calendar (section 1; on the Web at www.adm.uwaterloo.ca/infosec/Policies/policy71.htm). If you need help in learning what constitutes an academic offence; how to avoid offences such as plagiarism, cheating, and double submission; how to follow appropriate rules with respect to “group work” and collaboration; or if you need clarification of aspects of the discipline policy, ask your TA and/or your course instructor for guidance. Other resources regarding the discipline policy are your academic advisor and the Undergraduate Associate Dean.

Students who believe that they have been wrongfully or unjustly penalized have the right to grieve; refer to Policy #70, Student Grievance, <http://www.adm.uwaterloo.ca/infosec/Policies/policy70.htm>.

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.