

Organizational Psychology

Psychology 338

Department of Psychology
University of Waterloo

Instructor: M. Warner

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Office Hours: Tuesday 10:00 – 11:30

Class Meetings: Tuesday and Thursday 8:30-9:50 DC 1351

Required Text: Johns, G., & Saks, A.M. (2005). *Organizational Behaviour: Understanding and managing life at work*. (6th Edition). Scarborough, ON: Prentice Hall.

Teaching Assistants

Questions about the in-class mini-case: Ivona Hideg (ihideg@watarts.uwaterloo.ca)

Questions about exam 1 & 2 grading: Mehrdad Derayeh (mderayeh@watarts.uwaterloo.ca)

Questions about the paper & exam 3 grading: Vivian Lo (vpelo@watarts.uwaterloo.ca)

Note: All general questions & those about the course, case and exam content should be directed to the instructor.

Antireq for 338: (1) Msci 211; (2) Bus 388 at WLU; (3) Bus 288 at WLU

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. I encourage you to ask questions, to make comments, and to raise alternative perspectives throughout the course.

<u>Course Requirements</u>	<u>Date</u>	<u>Value</u>
In-Class Mini Case Study	May 23, 25	10%
Midterm Exam #1	June 1	20%
Midterm Exam #2	June 29	25%
Term Paper	July 13	20%
Midterm Exam #3	July 25	25%

Examinations

The exams will consist of multiple-choice and short-answer questions. Questions will come from the textbook and lectures (including any in-class exercises, videos, etc.). All exams will be held during class time (8:30-9:50). Each exam will contain only material that was covered since the previous exam (i.e., **non-cumulative**).

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.

TENTATIVE COURSE SCHEDULE

Days	Topic	Readings
May 2, 4	Introduction to Organizational Psychology	Chapter 1 & Appendix (P.554)
May 9, 11	Individual Behavior	Chapters 3 & 4
May 16, 18	Motivation	Chapters 5 & 6
May 23, 25	Group Case and Class Discussion	
May 30	Socialization & Culture	Chapter 8
June 1	Midterm # 1: Chapters Appendix, 3, 4, 5, 6, & 8	
June 6, 8	Communication	Chapter 10
June 13, 15	Conflict & Stress	Chapter 13
June 20, 22	Groups and Teamwork	Chapter 7
June 27	Influence and Power	Chapter 12
June 29	Midterm #2: Chapters 10, 13, 7, 12	
July 4, 6	Leadership	Chapter 9
July 11, 13	Decision making (Term Paper Due)	Chapter 11
July 18, 20	Organizational Structure & Change	Chapter 14 & 16
July 25	Midterm #3: Chapters 9, 11, 14, 16	

Term Paper

The Assignment: Write an 8-page paper (excluding references) 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 previous research in the area (at least 8 journal articles) and discuss what prior literature has to say about the topic. In the second portion of the paper you should provide your own critique of the topic area, including strengths and weaknesses of the theories and previous research and provide recommendations for future research. The second portion should be at least ¼ of the paper.

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

1. The body of the paper must be **typed, double spaced** with **1" margins** all around.
2. Your text must be in Times New Roman, **12 point font**.
3. Your paper must be spell checked, demonstrate the appropriate use of grammar and be well-organized.
4. Use APA style formatting (including referencing).

Due date and late submissions: The paper is due at the start of class on July 13. Late papers will be docked 5% for every day that the paper is late.

In-Class Mini Case

The Assignment: In groups of 3-4, you will have the duration of the class to read a mini-case and respond to each of the case questions. Your responses to the case will be handed in on the sheets provided, at the end of class. During the next class (May 25) you will engage in class discussion about your responses to the case. *Note: Participation in the discussion of the case contributes to your case grade.*

Due date and late submissions: The case is due at the end of class on May 23. Late submissions will not be accepted. Discussion of the case will take place on May 25th.