Course Description:

I/O Psychologists have long been interested in the topic of motivation. The purpose of this course is to familiarize students with key aspects of motivation theories. Each week we will cover a single topic related to motivation or feedback and read recent articles that have addressed issues related to the topic.

Evaluation

Two distinct components will be used to assess students.

- **Discussion leader and class participation (50%):** 25% for leading and 25% for participation.
  - Each week one or more students will take responsibility for leading class discussion. Discussion leaders should ensure that the discussion stays on topic and that it reflects the key issues addressed in the readings. Discussion leaders should also ensure that the discussion addresses some of the practical implications of the readings. Finally, there should be some consideration of the mechanics of the empirical pieces (i.e., do their conclusions follow from the data? Were the analyses conducted appropriately? What are the next logical studies? etc...).
  - The discussion leaders also will be responsible for reading an additional article, or two, and summarizing it (them) for the class. Alternatively, the discussion leader(s) can use the additional readings to generate topics for discussion.
  - All students are expected to contribute to class discussion each week.

- **Term paper (50%): Research Proposal**
  - Each student is responsible for writing a term paper (10 double spaced pages + figures, tables, and references). The paper should include the following: (a) introduction with a review of the relevant literature, (b) hypotheses or propositions that naturally stem from the literature review, (c) proposed methodology and analytic strategy, (d) relevant tables, figures, and references, and (e) an appendix that includes the measures or stimulus materials that you will utilize.
  - In writing your term paper, you are free to apply motivation/feedback to any content area that you are interested in (e.g., job search/turnover, employee/leader development, team processes, performance appraisal, compensation, leadership, training etc...). Alternatively, you may decide to pursue an idea that stems directly from the readings (e.g., test an aspect of a motivational theory or feedback seeking). Regardless of the approach that you take, I expect you to go beyond the articles covered in the course (i.e., Do not expect that we have read everything there is to read on the topic. As a result, you will need to thoroughly review the relevant literature).
• You may propose either a lab or a field study.

Nonnegotiable Deadlines

• Feb 16th: A 2 page outline of your intended paper topic is due to the instructor. This summary should include: (a) a very brief 1-1.5 page review of the previous literature on the topic and what, in general, has been found and (b) a discussion of the basic issue to be tested (.5 to 1 page). For the second part, you should clarify why your basic research question is important to address. This will be 20% of your paper grade. If you do not hand in the 2 page outline by the deadline, you will receive 0.

• March 30th: Final paper, as outlined above, is due to me by 5:00 PM. The final paper will be 80% of your paper grade.

My policy on term papers. I expect that term papers will be completed professionally. In this regard, any paper that contains an excessive number of grammatical errors or which suggests that the author has not clearly thought out the topic/issues, will result in a failing grade. In my mind, a term paper means that you have spent one term thinking about, reading, researching, and writing the paper.

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.

Readings (PAS 4028)

Jan 11th: Review of Motivational Theories


Discussion Leader:
Summary Article(s):


**Jan 18th: The Basics: Control Theory and Goal Setting Theory**


**Discussion Leader:**

**Summary Article(s):**


**Jan 25th: Goal Orientation**


**Discussion Leader:**

**Summary Article:**


Feb 1st: Self-Determination Theory


Discussion Leader:
Summary Article:


Feb 8th: Goal Commitment


Discussion Leader:
Summary Article:


Feb 15th: Self-Regulation and Goal Revision


Discussion Leader:
Summary Article:


Feb 22nd: READING WEEK (No class)

March 1st: Self-Efficacy


Discussion Leader:
Summary Article:


March 8th: Individual Differences


Discussion Leader:

Summary Article:


March 15th: Feedback: The Basics


Discussion Leader:

Summary Article:


March 22nd: Feedback Seeking


**Discussion Leader:**
**Summary Article:**


March 29th: Feedback Seeking (cont)


**Discussion Leader:**
**Summary Article:**
