

Organizational Psychology

Psychology 338

Department of Psychology
University of Waterloo

Instructor: Dr. D. Heller

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Office: PAS 4046

Office Hours: Thursday 1:00-2:00pm

Class Meetings: Monday 6:30-9:00 PM

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: Agnes Zdaniuk, Fathmath Ibrahim, Jennifer Theakston

TA Office: PAS 4026

TA Office Hours: Agnes Zdaniuk — (Monday 1:00-2:00 e-mail: azdaniuk@watarts.uwaterloo.ca)
Fathmath Ibrahim — (Tuesday 2:00-3:00; e-mail: f2ibrahi@artsmail.uwaterloo.ca)
Jennifer Theakston — (Wednesday 2:30-3:30; e-mail: jatheaks@watarts.uwaterloo.ca)

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.

Course Requirements:

<u>Requirement</u>	<u>Date</u>	<u>Value</u>
Midterm Exam #1	October 4	25%
Midterm Exam #2	November 8	25%
Term Paper	November 22	25%
Midterm Exam #3	December 6	25%

Examinations

The exams will consist of multiple-choice and short-answer questions. Questions will come from the textbook and lectures. Midterm exams will be held during class time and are tentatively scheduled for the following dates: October 4, November 8, and December 6. Each midterm will contain only the 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
September 13	Introduction	Chapter 1 and Appendix (P. 554-563)
September 20	Personality, Perception & Learning	Chapters 2,3
September 27	Job attitudes	Chapter 4
October 4	Midterm #1: Chapters 1,2,3,4 +Appendix	
October 11	Thanksgiving- no class	
October 18	Motivation	Chapters 5, 6
October 25	Groups & Decision Making	Chapters 7, 11
November 1	Social influence, socialization and culture	Chapter 8
November 8	Midterm #2: Chapters 5, 6, 7, 8, 11	
November 15	Leadership	Chapter 9
November 22	Power, conflict & stress (<i>term paper due</i>)	Chapters 12,13
November 29	Organizational Structure & Change	Chapters 14, 16
December 6	Midterm #3: Chapters 9, 12, 13, 14, 16	

Term Paper

The Assignment: Write a 12-15 page paper (text) expanding on a topic that was either discussed in the book/class or has been approved by the instructor. Your paper should include two parts. In the first part you should review findings of past research—a minimum of six academic journal articles—potentially including the following sections: a) definition, b) antecedents, c) consequences, and d) moderators. In the second portion of the paper 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.*

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 22. Late papers will be docked two letter grades for every class that the paper is late.