

Psych 338: Organizational Psychology
University of Waterloo
Department of Psychology
Fall Term 2007
Mondays 6:30-9:20 pm DC 1351

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Office Hours: Friday 2:00-4:00 pm, 4046 PAS
Required Text: Johns, G. & Saks, A.M. (2007). *Organizational Behaviour: Understanding and managing life at work*. Scarborough, ON: Prentice
7th Edition. 6th edition is also acceptable.
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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. 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	Oct 15	12%
Midterm #1	Oct 22	25%
Team debrief #2	Nov 5	12%
Team debrief #3	Nov 26	12%
Midterm #2	Dec 3	25%
Class Participation		9%
Team Peer Evaluations		5%

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 Monday October 22 and Monday December 3. 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 be completing 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 feedback on the development and progress of your team. In addition, the instructor will present class-level data so you can compare yourself to teams of your peers.

Following each team exercise in your discussion group, you will be given an assignment 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 the other members of your team 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. Many students report that participation in research is both an educational and interesting experience. 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 Undergraduate Courses

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 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 sh/he participated.

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 popular press articles relevant to organizational psychology and write a short 1-2 page review. Each review article counts as one percentage point. You may submit a maximum of 3 reviews. An article can come from almost any source provided that it has a genuine psychology focus. The review must:

- Be submitted by the last day of class, December 3, 2007
- 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.

You can earn any combination of a) participation in REG studies or b) article review to up to a total of 3% points through REG.

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 (eg. 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 (5-10 minute) “Prescreen” questionnaire to provide basic demographic info. You won’t 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 a **Psych 338-eligible** study that interests you and a day/time that fits your schedule. You’ll receive a confirmation email and a reminder the day before the study. Upon completion of the study you are granted your Study Credit and given feedback about the study hypothesis, design and predictions. You can use this to complete the Experimental Write-Up (the professor will explain this).

When should I sign up?

Right away, the sooner the better!!! The On-line study “Mass Testing Survey F07” (one full credit) will only be offered for a few weeks 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. We’d appreciate it if you’d do both.

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

Yes ... i) the study must be eligible for a credit in this class (as noted in the study description) ii) only 2 of your 3 credits can be for On-line studies and iii) you should try to spread your participation out over the term. The last day to participate for credit is Dec 3. You can participate for pay anytime.

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

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

REG Coordinator: regadmin@watarts.uwaterloo.ca

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 week 3 when you complete survey 1 for the team dynamics component. At that time, 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.

Please note, if you give permission for your survey responses to be used for research, 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	Introduction to Organization Behaviour
Sept 10	
Readings:	Chapter 1 Appendix

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.