

Organizational Psychology

Psychology 338

Department of Psychology
University of Waterloo

Instructor: Dr. D. Brown

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Office: PAS 4045

Office Hours: Tuesday and Thursday 10:15 – 11:15

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

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

Teaching Assistants: Katrina Goreham, An Nguyen, Karl Borgmann

TA Office Hours:

Karl Borgmann —Tuesday 1:30 –3:00 (e-mail: kwuborgm@watarts.uwaterloo.ca); Office: PAS 4044

An Nguyen —Tuesday 3:00 – 4:30 (e-mail: atnguyen@watarts.uwaterloo.ca); Office: PAS 4232

Katrina Goreham —Thursday 12:00-1:30 (e-mail: klgoreha@watarts.uwaterloo.ca); Office: PAS 4239

Antireq for 338: (1) Msci 211; (2) Bus 388 at WLU; (3) Bus 288 at WLU starting in the Fall of 2004

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	May 26	25%
Midterm Exam #2	June 28	25%
Term Paper	July 19	25%
Midterm Exam #3	July 28	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 (8:30-9:50) and are tentatively scheduled for the following dates: Thurs, May 26, Tuesday, June 28, and Thursday, July 28. Each midterm will contain only that 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 3, 5	Introduction to Organizational psychology	Chapter 1 and Appendix (P. 554-563)
May 10, 12, 17, 19	Individual Differences, Perception and Learning	Chapters 2 and 3
May 24	Org Structure and Environment	Chapters 14 & 15
May 26	Midterm # 1 Chapters 1, 2, 3, 14, & Appendix (P. 554-563)	
May 31, June 2	Job Attitudes	Chapters 4
June 7, 9	Motivation	Chapters 5 & 6
June 14, 16	Social influence, Socialization, and Culture	Chapter 8
June 21, 23	Conflict and Stress	Chapter 13
June 28	Midterm #2 Chapters 4, 5, 6, 8, 13	
June 30 July 5	Groups and Teamwork	Chapter 7
July 7, 12	Leadership	Chapter 9
July 14, 19	Decision making & Influence & Power	Chapter 11 & 12
July 21, July 26	Organizational Change	Chapter 16
July 28	Midterm #3 Chapters 7, 9, 11, 12 & 16	

Term Paper

The Assignment: Write a 10-15 page paper (text) 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 past research and discuss what prior literature has to say about the topic. In the second portion of the paper you should 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.***

How much is the paper worth: The paper is worth 25% of your final grade.

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 July 19. Late papers will be docked one letter grade for every class that the paper is late.