



UNIVERSITY OF
CALGARY

Department of Psychology
Psychology 423 (L01) – Organizational Psychology
Winter 2009

Instructor:	Dr. Laura Hambley	Lecture Location:	SH 274
Phone:	403.819-7060	Lecture Days/Time:	W 16:00-18:50
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Office:	Admin 257-D		
Office Hours:	By Appointment		

Course Description and Goals

Industrial and Organizational Psychology is an exciting and interesting sub-discipline of Psychology that has been in existence for over 100 years (nearly as long as Psychology itself). In addition to studying theory and empirical findings from the Organizational Psychology literature, this course draws upon research from many disciplines that also contribute to our understanding of human behaviour in organizations, including: Sociology, Political Science, and Management. An active learning approach is used throughout the course with students being asked to draw upon their own experiences in organizations to better understand the theories and research presented. An extensive use of group discussion and interaction with the instructor is an integral part of the learning process in this course.

Required Text

Johns, G., & Saks, A. (2008). *Organizational Behaviour: Understanding and Managing Life at Work* (7th ed.). Toronto: Pearson Prentice Hall. The text is available in the University Bookstore.

Evaluation

Students will be evaluated on one midterm exam (25%), a case study paper (20%), a group presentation (10%) and individual paper about the group experience (10%) and a final examination (35%). The midterm exam consists of multiple choice and short answer questions. The final exam is non-cumulative, and will consist of a combination of multiple choice and written responses. Note that for all exams any material covered in class may be tested in addition to text readings, handouts, and content covered in group presentations. For each of the two paper submissions, a penalty of 10% will be assessed for each day it is late (including weekends). E-mail submissions will not be marked. See schedule for specific deadlines.

Grading Scale

A+	96-100%	B+	80-84%	C+	67-71%	D+	54-58%
A	90-95%	B	76-79%	C	63-66%	D	50-53%
A-	85-89%	B-	72-75%	C-	59-62%	F	0-49%

As stated in the University Calendar, it is at the instructor's discretion to round off either upward or downward to determine a final grade when the average of term work and final examinations is between two letter grades. To determine final letter grades, final percentage grades will be rounded up or down to the nearest whole percentage (e.g., 89.5% will be rounded up to 90% = A but 89.4% will be rounded down to 89% = A-).

Lecture Schedule

Date	Topic/Activity	Readings
January		
14	Welcome! Organizing meeting and introduction, Organizational Behaviour and Management	Ch.1
21	Personality and Learning	Ch.2
23	<i>Last day for winter registration, changes, refunds, withdrawals</i>	
28	Values, Attitudes and Work Behaviour	Ch. 4
February		
4	Theories of Work Motivation	Ch. 5
11	Motivation in Practice	Ch. 6
18	No class – Reading Week Feb 15-22	
25	MIDTERM EXAM, Group project initiated	
March		
4	Groups and Teamwork	Ch. 7
11	Leadership	Ch. 9
18	Communication, Group presentations	Ch. 10
25	Decision Making, Group presentations	Ch. 11
April		
1	Power, Politics and Ethics, Group experience paper due in class	Ch. 12
8	Conflict and Stress Case study paper due in class	Ch. 13
15	Organizational Change, Development and Innovation	Ch. 16
16	<i>Last day for Bonus Credits in half courses</i>	
17	Last day to withdraw from this course	
20-30	<i>Final Examinations (scheduled by registrar)</i>	

Reappraisal of Grades

A student who feels that a piece of graded term work (e.g., term paper, essay, test) has been unfairly graded, may have the work re-graded as follows. The student shall discuss the work with the instructor within 15 days of being notified about the mark or of the item's return to the class. If not satisfied, the student shall immediately take the matter to the Head of the department offering the course, who will arrange for a reassessment of the work within the next 15 days. The reappraisal of term work may cause the grade to be raised, lowered, or to remain the same. If the student is not satisfied with the decision and wishes to appeal, the student shall address a letter of appeal to the Dean of the faculty offering the course within 15 days of the unfavourable decision. In the letter, the student must clearly and fully state the decision being appealed, the grounds for appeal, and the remedies being sought, along with any special circumstances that warrant an appeal of the reappraisal. The student should include as much written documentation as possible.

Plagiarism and Other Academic Misconduct

Intellectual honesty is the cornerstone of the development and acquisition of knowledge and requires that the contribution of others be acknowledged. Consequently, plagiarism or cheating on any assignment is regarded as an extremely serious academic offense. Plagiarism involves

submitting or presenting work in a course as if it were the student's own work done expressly for that particular course when, in fact, it is not. Students should examine sections of the University Calendar that present a Statement of Intellectual honesty and definitions and penalties associated with Plagiarism/Cheating/Other Academic Misconduct.

Academic Accommodation

It is the student's responsibility to request academic accommodations. If you are a student with a documented disability who may require academic accommodation and have not registered with the Disability Resource Centre, please contact their office at 220-8237. Students who have not registered with the Disability Resource Centre are not eligible for formal academic accommodation. You are also required to discuss your needs with your instructor no later than 14 days after the start of this course.

Absence From A Test/Exam

Makeup tests/exams are NOT an option without an official University medical excuse (see the University Calendar). A completed Physician/Counselor Statement will be required to confirm absence from a test/exam for health reasons; the student will be required to pay any cost associated with this Statement. Students who miss a test/exam have 48 hours to contact the instructor and to schedule a makeup test/exam. Students who do not schedule a makeup test/exam with the instructor within this 48-hour period forfeit the right to a makeup test/exam. At the instructor's discretion, a makeup test/exam may differ significantly (in form and/or content) from a regularly scheduled test/exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup test/exam must be written within 2 weeks of the missed test/exam.

Course Credits for Research Participation

Students in most psychology courses are eligible to participate in Departmentally approved research and earn credits toward their final grades. A maximum of two credits (2%) per course, including this course, may be applied to the student's final grade. Students earn 0.5% (0.5 credits) for each full 30 minutes of participation. The demand for timeslots may exceed the supply in a given term. Thus, students are not guaranteed that there will be enough studies available to them to meet their credit requirements. Students should seek studies early in the term and should frequently check for open timeslots. Students can create an account and participate in Departmentally approved research studies at <http://ucalgary.sona-systems.com>. The last day to participate in studies and to assign or reassign earned credits to courses is **April 16, 2009**.

Student Organizations

Psychology students may wish to join the Psychology Undergraduate Students' Association (PSYCHS). They are located in Administration 170 and may be contacted at 220-5567.

Student Union VP Academic: Phone: 220-3911 suvpaca@ucalgary.ca
Student Union Faculty Rep.: Phone: 220-3913 socialscirep@su.ucalgary.ca

Important Dates

The last day to drop this course and still receive a fee refund is **January 23, 2009**. The last day to withdraw from this course is **April 17, 2009**.