

Psychology 481	Current Issues in Organizational Psychology	Fall 2014
Instructor:	Dr. Stephanie Paquet/ Dr. Laura Hambley	Lecture Location: ST 064
Email:	sipaquet@telus.net hambley@ucalgary.ca	Lecture Days/Time: Mondays 5:00-7:45 PM
Office:	Sessional office	
Office Hours:	By appointment only	

Course Description and Goals

Calendar Description: Students will be expected to critically evaluate current theory, research, and practice in the field of Organizational Psychology, with content emphasizing primary readings. Student presentations, project work, and debates will emphasize the importance of linking knowledge with practice. Topics include motivation, leadership, teamwork, organizational culture and change.

Specific Course Description: The primary focus of this course will be on exploring several areas related to organizational psychology, covering one major topic area per week (or more depending on the breadth of the topic). This course seeks to develop competencies surrounding both knowledge acquisition and application to different organizational settings. As such, students will read chapters and articles and discuss the major trends and applications of the chosen topics, with emphasis on applying the literature toward diagnosing and solving problems related to the workplace.

Prerequisites

Psychology 312 and one of 321 or 421 or 423.

Required Text

Required readings will be chapters from the latest edition of the Industrial/ Organizational Psychology Handbooks and empirical articles. The list and readings will be posted on the course's Desire2Learn (D2L) site.

Evaluation

Evaluation Component	Worth	Due Date
Participation	15%	Throughout
Midterm Exam	20%	Oct. 20
Applied Group Project Presentation	15%	Nov. 17/ Nov. 24
Applied Group Project Paper	25%	Dec. 1
Final Exam	25%	Dec. 9

Participation

In addition to attending class, active participation is an important requirement of each class. We will devote a great deal of time to exercises and discussing the course content. Because we have a large class, not everybody will have a chance to talk every class. As such, some activities will involve you breaking into smaller groups to discuss topics. Active participation in these smaller groups is important. Moreover, you will be required to submit 1 discussion question for each topic (i.e. Motivation, Leadership, Executive Coaching, etc.) to demonstrate you have read the assigned materials and given these some careful thought. This discussion question should be submitted through the D2L site prior to each class. Submissions of discussion questions for each class will be considered late if submitted after the start of that class, and will result in one percentage point deducted from the overall participation mark (15%). Also, if the question does not reflect that the materials were read or are unclear, the instructors reserve the right to remove 1 percentage point from the overall participation mark. Thus, a total of 10% of the participation grade will be based on the discussion questions, with the remaining 5% based on classroom participation (i.e., arriving on time; not leaving early; actively participating in groups discussions).

Midterm Exam

This 75-minute exam will cover all material from the first half of the course- i.e., from “Motivation” to “Leadership II, including content covered in class (not just what is on the slides but also in-class discussions and handouts) and readings, until and including the material covered on October 6. The exam will be a combination of multiple choice and written answers.

Applied Group Project (25% for Paper, 15% for Presentation)

An integral aspect of success in many workplaces is developing the ability to work in groups. Moreover, developing skills around applying the theories and knowledge acquired in this course are integral to our learning goals. As such, one component of this class is the completion of an applied group project. Specifics of this project will be outlined in class on September 8th. In general, this is an applied group project, wherein you will work in groups of 4 to 5 individuals, working to diagnose and make recommendations surrounding some organizational problem.

You will deliver your analysis and recommendations in two forms. First, you will deliver a 20 minute presentation to the rest of the class on November 17th or November 24th. Second, you will be expected to submit a paper detailing this information on the last day of class (December 1st). This paper will be 10-12 pages double spaced (not including References, Title Page, or any Appendices), and will be formatted in APA style, including Times New Roman 12-point font, double-spaced and 1 inch margins. A hard copy must be submitted in class. Late papers will be penalized 10% per day. Submissions after 11:59 PM on December 1st are considered one day late. Late assignment policies per the Department of Psychology’s Late Assignment Policy (see below) will then be in effect.

Teams are expected to self-manage (i.e., you are responsible for ensuring that each member contributes to the final product). In general, you are assessed as a team. However, to ensure that each individual “pulls his/her weight”, at the end of the project, you may be asked to provide peer ratings as to the contribution of each of the team members. These will be taken into consideration when assigning grades.

Take Home Exam

This exam will pose a series of long answer questions to be addressed by the student using the required readings, other materials and in-class discussions. The exam will be given to you on the last day of class

(December 1st) and is due by 11:59PM on December 9th. Exams can be submitted electronically through the course's D2L system. Files should be named "PSYC481_Lastname". Submissions after 11:59 PM on December 9th are considered one day late. Late assignment policies per the Department of Psychology's Late Assignment Policy (see below) will then be in effect.

Department of Psychology Grade Distribution Policy

The distribution of grades in Psychology courses (the percentage of A grades, B grades, etc.) will be similar to the distribution of grades in other courses in the Faculty of Arts. The Department monitors the grade distributions of 200-, 300-, and 400-level courses in the Faculty to ensure that the grade distributions in Psychology courses are comparable. Based on these reviews, students can expect that 1) up to 30% of grades in 200- and 300-level psychology courses will be "A" grades (A+, A, and A-), and 2) up to 40% of grades 400-level psychology courses will be "A" grades.

Department of Psychology Criteria for Letter Grades

Psychology professors use the following criteria when assigning letter grades:

A+ grade: *Exceptional Performance.* An A+ grade indicates near perfect performance on multiple choice and short answer exams. For research papers/essays/course projects/presentations, an A+ grade is awarded for exceptional work deserving of special recognition and is therefore not a common grade.

A, A- Range: *Excellent Performance.* Superior understanding of course material. Written work is very strong in terms of critical and original thinking, content, organization, and the expression of ideas, and demonstrates student's thorough knowledge of subject matter.

B Range: *Good Performance.* Above average understanding of course material. Written work shows evidence of critical thinking and attention to organization and editing but could be improved in form and/or content.

C Range: *Satisfactory Performance.* Adequate understanding of course material. Knowledge of basic concepts and terminology is demonstrated. Written work is satisfactory and meets essential requirements but could be improved significantly in form and content. Note: All prerequisites for courses offered by the Faculty of Arts must be met with a minimum grade of C-.

D range: *Marginally meets standards.* Minimal understanding of subject matter. Written work is marginally acceptable and meets basic requirements but requires substantial improvements in form and content. Student has not mastered course material at a level sufficient for advancement into more senior courses in the same or related subjects.

F grade: *Course standards not met.* Inadequate understanding of subject matter. Written work does not meet basic requirements. Student has not demonstrated knowledge of course material at a level sufficient for course credit.

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-).

Late Assignments

Any assignment submitted after the time it is due will receive a 10% penalty, with an additional 10% penalty for every 24- hour period that the assignment is late.

Important Dates

Date	
M Sep 8	Lecture begins.
F Sep 19	Last day to drop full courses (Multi-term) and Fall Term half courses. No refunds for full courses (Multi-term) or Fall Term half courses after this date.
M Sep 22	Last day to add or swap full courses (Multi-term) and Fall Term half courses. Last day for change of registration from audit to credit or credit to audit.
F Sep 26	Fee payment deadline for Fall Term full and half courses.
M Oct 13	Thanksgiving Day, University closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
T Nov 11	Remembrance Day (Observed). University Closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
Nov 8-11	Reading Days. No lectures.
R Dec 4	Fall Term Lectures End.
F Dec 5	Last day to withdraw with permission from Fall Term half courses.
Dec 8-18	Fall Term Exam Period.

Course Schedule

Date	Topic/Activity/Readings/Due Date	Assignments
M Sep 8	Course Overview/Intro to Topic of Organizational Psychology/ Motivation I – General Overview and Historic Perspectives	
M Sep 15	Motivation II – Equity, Justice, Flexibility and Incentives in Organizations	
M Sep 22	Motivation III – Personality and Goals (Goal Setting, Orientation, Regulation)	
M Sep 29	Leadership I – Overview and History; Traits and Leadership	
M Oct 6	Leadership II – Leadership Styles and Approaches (Behavioural, Contingency, Transformational, Transactional, Abusive)	
M Oct 13	Thanksgiving Day- No lectures	
M Oct 20	Midterm ; Leading a Dispersed Team	Midterm
M Oct 27	Leadership Development I, Succession Planning	
M Nov 3	Leadership Development II, including Executive Coaching	

M Nov 10	Reading Days- No lectures	
M Nov 17	Group Presentations; Organizational Climate and Culture	Applied Group Project Presentations
M Nov 24	Group Presentations; Teams in Organizations	Applied Group Project Presentations
M Dec 1	Organizational Change; Cross-Cultural and Global Issues Final Class	Applied Group Project Paper Due. Take Home Exam Assigned
T Dec 9	Take Home Exam Due	Take Home Exam Due

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; no reappraisal of term work is permitted after the 15 days. 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 403-220-8237. 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.

Travel During Exams

Consistent with University regulations, students are expected to be available to write scheduled exams at any time during the official December and April examination periods. Requests to write a make-up exam because of conflicting travel plans (e.g., flight bookings) will NOT be considered except under exceptional circumstances. Students are advised to wait until the final examination schedule is posted before making any travel arrangements.

Freedom of Information and Protection of Privacy (FOIP) Act

The FOIP legislation disallows the practice of having student's retrieve tests and assignments from a public place. Therefore, tests and assignments may be returned to students during class/lab, or during office hours, or via the Department Office (Admin 255), or will be made available only for viewing during exam review sessions scheduled by the Department. Tests and assignments will be shredded after one year. Instructors should take care to not link students' names with their grades, UCIDs, or other FOIP-sensitive information.

Course Credits for Research Participation (Max 2% of final grade)

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 **Dec 5, 2014**.

Evacuation Assembly Point

In case of an emergency evacuation during class, students must gather at the designated assembly point nearest to the classroom. The list of assembly points is found at <http://www.ucalgary.ca/emergencyplan/assemblypoints>. Please check this website and note the nearest assembly point for this course.

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 403-220-5567.

Student Union VP Academic: Phone: 403-220-3911 suvpaca@ucalgary.ca
Student Union Faculty Rep.: Phone: 403-220-3913 socialscirep@su.ucalgary.ca

Student Ombudsman's Office

The Office of the Student Ombudsmen provides independent, impartial and confidential support for students who require assistance and advice in addressing issues and concerns related to their academic

careers. The office can be reached at 403-220-6420 or ombuds@ucalgary.ca (<http://www.su.ucalgary.ca/services/student-services/student-rights.html>).

Safewalk

The safewalk program provides volunteers to walk students safely to their destination anywhere on campus. This service is free and available 24 hrs/day, 365 days a year.

Call 403-220-5333.

Important Dates

The last day to drop this course with no “W” notation and **still receive a tuition fee refund** is **Friday, September 19, 2014**. Last day for registration/change of registration is **Monday, September 22, 2014**.

The last day to withdraw from this course is **December 5, 2014**.