



Department of Psychology

Psychology 739.03 (L01) – Organizational Theory

Fall Session 2008

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| Instructor: | Dr. Theresa Kline | Lecture Location: | Administration 135A |
| Phone: | 220-3469 | Lecture Days/Time: | T/Th 11:00 – 12:15 |
| Email: | Babbitt@ucalgary.ca | | |
| Office: | Administration 135B | | |
| Office Hours: | To Be Announced | | |

Course Description and Goals

Review past and current theoretical frameworks in Organizational Psychology and Organizational Behaviour. Examine case studies with different perspectives. Understand the links between theory and research and theory and practice.

Required Materials

Miner, J.B. (2003). The rated importance, scientific validity, and practical usefulness of organizational behavior theories: A quantitative review. *Academy of Management Learning and Education*, 2, 250-268.

Morgan, G. (2006) *Images of Organization* (Updated Version). Thousand Oaks, CA: Sage. (Images)

Ott, J.S., Parkes, S.J., & Simpson, R.B. (2007). *Classic Readings in Organizational Behavior* (4th ed.). Wadsworth Publishing Co. (OB)

Shafritz, Y.S.J., & Ott, J.S. (Eds.) (2004). *Classics of Organization Theory* (6th ed.). Thomson Learning. (OT)

Evaluation

The course grade will be based on two examinations (both are take-home), a major paper that diagnoses an organization using different theoretical perspectives, and your class participation. Discussion about the paper (expectations, organization, etc.) will be covered during the first two weeks of the course. Examinations will be of the “problem solving” variety (i.e., a situation will be given; what you would do and your rationale is expected).

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| Exam 1 | 25% |
| Exam 2 | 25% |
| Paper | 35% |
| Participation | 15% |

Grading Scale

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|----|---------|----|--------|----|--------|----|--------|
| 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% |

Discussion Topics

Dates and Readings

Week/Topic

Book

Readings

1. Introduction

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|--------|---------------------------|
| OT | Introduction (pp. 1 – 26) |
| OB | Introduction (pp. 1 – 30) |
| Images | Chapter 1 (pp. 3-8) |

2. Classical Theory

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| OT | Chapter 1, Readings 1 - 8 |
| Images | Chapter 2 |

3. Neo-Classical Theory

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| OT | Chapter2, Readings 9 – 13 |
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4. Human Resource Theory and Motivation

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| OT | Chapter 3, Readings 14-18 |
| OB | Chapter 2 |

5. Modern Structural Theory

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| OT | Chapter 4, Readings 19-24 |
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Exam 1 handed out

6. Organizational Economics Theory

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| OT | Chapter 5, Readings 25-28 |
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7. Power, Politics and Theory

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| OT | Chapter 6, Readings 29-34 |
| OB | Chapter 5 |
| Images | Chapters 6 & 9 |

8. Cultural Theory

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| OT | Chapter7, 35-38 |
| Images | Chapters 5 & 7 |

9. Change Process

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| OT | Chapter 8, 39-44 |
| Images | Chapter 8 |

10. Organizational Change

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| OB | Chapter 6 |
| Images | Chapters 10, 11, 12 |

11. Environmental (Systems)

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| OT | Chapter 9, 45-49 |
| OB | Chapter 4 |
| Images | Chapters 3 & 4 |

Exam 2 handed out

12. Leadership

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| OB | Chapter 1 |
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13. Individuals and Groups

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| OB | Chapter 3 |
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14. Wrap-up

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| Miner paper | |
| Images | Chapters 10, 11, 12 |

Cleaning up loose ends and used for additional time if needed.

Final Paper Due Dec. 4th

Reappraisal of Grades

A student who feels that a piece of graded term work (term paper, essay, test, etc.) has been unfairly graded may have the work re-graded as follows. The student shall discuss the work with the instructor within fifteen 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 fifteen 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 fifteen 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 fourteen (14) days after the start of this course.

Absence From A Test

Make-up exams are NOT an option without an official University medical excuse (see the University Calendar). You must contact the instructor before the scheduled examination or you will have forfeited any right to make up the exam. At the instructor's discretion, a make-up exam may differ significantly (in form and/or content) from a regularly scheduled exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup exam is written within two (2) weeks of the missed exam.

A completed Physician/Counselor Statement will be required to confirm absence from a test for health reasons. The student will be required to pay any cost associated with the Physician Counselor Statement.

Important Dates

The last day to drop this course and **still receive a fee refund** is **September 19th, 2008**. The last day to withdraw from this course is **December 5th, 2008**.

A copy of this course outline may be viewed on the Internet at the following web address:
<http://psychology.ucalgary.ca/courses/f08>