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Psychology 639	Advanced Industrial & Organizational Psychology	Fall 2018
<b>Instructor:</b>	Dr. Tim Vanderpyl	<b>Lecture Location:</b> AD 248
<b>Phone:</b>	403-462-9364	<b>Lecture Days/Time:</b> Tues, 1pm-3.45pm
<b>Email:</b>	<a href="mailto:tim.vanderpyl@ucalgary.ca">tim.vanderpyl@ucalgary.ca</a>	
<b>Office:</b>	N/A	
<b>Office Hours:</b>	By appointment only	

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### Course Description and Goals

Application of psychological principles, research and methods relating to human interactions and performance in work settings.

This course is an advanced level introduction to the field of I/O psychology. It is not designed to cover each of the topic areas substantially but rather, to familiarize the student with some classic readings and recent publications related to many areas of investigation within I/O psychology.

### Required Text

There is no required text for this course. A reading list will be provided of primarily journal articles that will be discussed in class. This reading list will be posted in D2L.

### Evaluation

Class Participation	15%
Thought Papers (4)	30%
Presentations (3)	15%
Comprehensive Paper & Research Proposal	40%

### Participation

I like and expect participation in the classroom. In general, to “participate” means to contribute, in class, to the collective conversation. Please come to class prepared to engage in conversations with myself and the other students. You must do all the readings ahead of each class and be prepared to discuss the merits of the articles, to critique the research methodology and to discuss the article’s applicability to organizations. The expectation is that students will learn from me, from the course materials, and from each other.

In addition, you will be expected to provide a peer review analysis of another student’s paper. I will consider the effort you put into this analysis as part of the class participation grade.

### **Thought Papers**

Over the semester, you will be required to submit four short (each no longer than 3 pages double spaced), papers that summarize your thoughts about the readings for that week. The thought paper is to be written in a narrative rather than in bullet form, and must be written at a graduate level, APA style. A good thought paper points out both positive features of the readings, as well as critical assessments of the concepts and methodologies employed in the studies. An excellent paper would also suggest alternative studies that could be run and (in brief) present competing theories etc. Additional details will be provided in D2L for the specific topic of each thought paper.

### **Presentations**

Learning to present ideas and topics in a coherent, interesting and informative manner is a key skill of I/O Psych practitioners and scholars. Over the semester, you will give three presentations. Two presentations will be on topics related to the course materials. The final presentation will be your findings in the capstone paper, on the last day of class. Additional details will be provided in D2L.

### **Comprehensive Paper**

For this assignment, you will write a comprehensive paper on a current and relevant I/O psychology topic of interest to you. Your paper will cover applicable research related to the topic and identify gaps that warrant further study. Part One of this assignment is a comprehensive paper that reviews the literature and gaps in the literature. Part Two is a research proposal for a study that would bridge the gap(s) you identified.

As this class is a graduate level course, you will be expected to demonstrate depth, insight and critical thinking throughout the paper. The body of the paper (excluding title page, references and appendix) should be approximately 5000 words. You will be expected to submit one draft for peer review to another student for review, and another draft to the Instructor before the assignment due date. Additional details will be provided in D2L.

### **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-).

### Important dates [Fall 2018]

Date	
R Sep 6	Lecture begins.
R Sep 13	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.
F Sep 14	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.
Nov 11-17	Reading Days. No lectures.
M Nov 12	Remembrance Day (Observed). University Closed (except Taylor Family Digital Library, Law, Medical, Gallagher and Business Libraries). No lectures.
F Dec 7	Fall Term Lectures End. Last day to withdraw with permission from Fall Term half courses.

### Course Schedule

Specific Readings will be noted in D2L for each lecture. All readings must be done before class

Week	Date	Topic & Assignments
1	T Sep 11	Orientation Meeting (no pre-readings)
2	T Sep 18	I/O Background and Legal Issues
3	T Sep 25	Recruitment & Selection 1 - Introduction
4	T Oct 2	Recruitment & Selection 2 – Testing  <b>Thought Paper 1 due at class start time</b>
5	T Oct 9	Recruitment & Selection 3 – Interviews  <b>Presentation #1 in class</b>
6	T Oct 16	Performance management and feedback  <b>Thought Paper 2 due at class start time</b>
7	T Oct 23	Organizational citizenship and counterproductive work behaviours  <b>Presentation #2 in class</b>

8	T Oct 30	Organizational commitment Job withdrawal and absenteeism  <b>Thought Paper 3 due at class start time</b>
9	T Nov 6	Employee attitudes  <b>Thought Paper 4 due at class start time</b>
	<b>T Nov 13</b>	<b>No lecture. Reading week</b>
10	T Nov 20	Organizational justice Corporate Social Responsibility (CSR)  <b>Comprehensive Paper – Draft due to Instructor for feedback and review (due at class start time)</b>
11	T Nov 27	Leadership 1
12	T Dec 4	Leadership 2  <b>Presentation #3 in class (Comprehensive Paper Seminar)</b>
	F Dec 7	<b>Comprehensive Paper due at 11.59pm</b>

### 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.

### **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 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.

### **Acknowledgments and Respect for Diversity**

Our classrooms view diversity of identity as a strength and resource. Your experiences and different perspectives are encouraged and add to a rich learning environment that fosters critical thought through respectful discussion and inclusion. The Department of Psychology would also like to acknowledge the traditional territories of the people of the Treaty 7 region in southern Alberta. The City of Calgary is also home to Métis Nation of Alberta, Region III.

### **Wellness and Mental Health Resources**

The University of Calgary recognizes the pivotal role that student mental health plays in physical health, social connectedness and academic success, and aspires to create a caring and supportive campus community where individuals can freely talk about mental health and receive supports when needed. We encourage you to explore the excellent mental health resources available throughout the university community, such as counselling, self-help resources, peer support or skills-building available through the SU Wellness Centre (Room 370, MacEwan Student Centre, <https://www.ucalgary.ca/wellnesscentre/services/mental-health-services>) and the Campus Mental Health Strategy website (<http://www.ucalgary.ca/mentalhealth/>).

### **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 130 and may be contacted at 403-220-5567.

**Student Union VP Academic:** Phone: 403-220-3911 [suvpaca@ucalgary.ca](mailto:suvpaca@ucalgary.ca)  
**Student Union Faculty Rep.:** [arts1@su.ucalgary.ca](mailto:arts1@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](mailto:ombuds@ucalgary.ca) (<http://www.ucalgary.ca/provost/students/ombuds>)

### **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 **September 13, 2018**. Last day for registration/change of registration is **September 14, 2018**. The last day to withdraw from this course is **December 7, 2018**.