

# Psychology 3140A – Introduction to Organizational Psychology

C. Gail Hepburn, PhD  
Department of Psychology  
University of Lethbridge

Fall 2009

Mondays, Wednesdays, & Fridays: 11:00 to 11:50, in C756

## Content:

Organizational psychology is the field of psychology that applies psychological principles, theory, and research methods to the workplace. Topics include employee socialization, productive and counterproductive workplace behaviours, performance appraisal, employee attitudes, work motivation, work stress, and leadership.

Prerequisite: Any two 2000-level courses in Psychology

Recommended background: PSYC 2800

## Text:

Spector, P. E. (2008). *Industrial and organizational psychology: Research and practice* (5<sup>th</sup> ed.). Hoboken, NJ: Wiley.

## Structure:

The text will provide you with basic material for each topic to be covered and additional readings (e.g., journal articles, book chapters) will be assigned for some topics. These readings will be placed on reserve in the library. These additional readings and class lectures will introduce material not covered in the text. You are responsible for all of this material. Please note that the course topics will not be covered in the order in which they appear in the text. A tentative topic schedule appears at the end of this outline.

## Evaluation:

Assignment Type	Weighting	Due Date
Test #1	20%	October 2
Test #2	20%	November 2
'Movie Review' Assignment	25%	November 13
Group Assignment Presentation Handout	15%	November 30 & December 2, 4, 7
Test #3	20%	December 11

**Tests.**

There are three tests, each worth 20%. The tests will contain definition, multiple choice, and short-answer questions. If you are not able to write a test during the assigned time please contact the instructor as soon as possible before the test. Failure to notify the instructor prior to the test will result in a mark of zero. Medical reasons must be supported by a statement that test performance would be affected. The physician's name, address, and telephone number should be included. Non-medical reasons must also be supported.

**Assignments.*****'Movie Review' Assignment (25%)***

You will be asked to analyze a film with respect to the course materials. Details will be provided in class. This assignment should be no longer than 1,500 words. Papers are required to be in American Psychological Association (APA) format; a portion of the grade will be allotted to APA style.

Hard copies of the assignment are due at the beginning of class on the due date. An electronic copy of the assignment should also be submitted to the course instructor on the due date. Please use a WORD readable format and attach the file to an email message rather than placing the assignment directly in the message. Please enter 'Movie Review' in the subject line of the email. Late papers or papers exceeding the word limits will receive a failing grade.

***Group Assignment (15%)***

Students are to form groups of five members (may vary depending on course enrolment).

*Group Presentation:* Each presentation should be no longer than 12 minutes in length and an additional 2-3 minutes will be available for questions from students. Three presentations will occur in a 50-minute period and time limits will be strictly adhered to. Each of the three presentations on a given day will be related to a single theme. Each group must find a recent empirical journal article related to the theme of the day and present the article to their classmates. To prevent overlap, and to ensure quality, articles should be approved by the course instructor at least two weeks prior to the presentation. Further details will be provided in class.

*Handout:* Groups must provide a hard copy of a one page handout summarizing the empirical article for each of their classmates. An electronic copy of the handout is acceptable if it is emailed to the class email distribution list by noon of the day prior to the presentation. Please use a WORD readable format and attach the file to the email message rather than placing the handout directly in the message. Please enter 'Group Presentation' in the subject line of the email. The course instructor must be provided with both a hard copy and an electronic copy of the handout. If PowerPoint is used a hard copy of the presentation should be provided to the course instructor before the presentation.

## **Grading:**

The following ranges will be used to assign a final grade:

A+	90-100	C+	67-69
A	85-89	C	63-66
A-	80-84	C-	60-62
B+	77-79	D+	57-59
B	73-76	D	50-56
B-	70-72	F	<50

## **Tentative Topic Schedule:**

Topics such as diversity (e.g., young workers, women in the workforce), the contingent workforce (e.g., part-time or contract workers), and the impact of technology on work (e.g., email) will be common threads throughout the course.

### **1) Introduction**

Chapter 1

### **2) Research Methods in Organizational Psychology**

Chapter 2

### **3) Employee Selection and Socialization**

Chapter 6 (pp. 141-146, 155-157, 163-171)

Chapter 5

Wesson, M. J., & Gogus, C. I. (2005). Shaking hands with a computer: An examination of two methods of organizational newcomer orientation. *Journal of Applied Psychology, 90*, 1018-1026.

### **4) Work Motivation**

Chapter 8

### **5) Work Attitudes**

Chapter 9

### **6) Productive Workplace Behaviours**

Chapter 10 (pp. 252-267)

### **7) Counterproductive Workplace Behaviours**

Chapter 10 (pp. 267-277)

Dupré, K. E., Inness, M., Connelly, C. E., Barling, J., & Hopton, C. (2006). Workplace aggression in teenage part-time employees. *Journal of Applied Psychology, 91*, 987-997.

### **8) Leadership**

Chapter 13

Barling, J., Weber, T., & Kelloway, E. K. (1996). Effects of transformational leadership training on attitudinal and financial outcomes: A field experiment. *Journal of Applied Psychology, 81*, 827-832.

Eagly, A. H., & Carli, L. L. (2007). *Through the labyrinth: The truth about how women become leaders*. Boston: Harvard Business School Press. (Chapter 8: Do women lead differently from men? pp. 119-135, references on pp. 220-223).

**9) Performance Appraisal**

Chapter 4 (pp. 87-107)

**10) Labour Unions**

Kelloway, E. K., Hepburn, C. G., & Francis, L. (2008). Labor relations. In C. Cooper & S. Cartwright (Eds.), *The Oxford handbook of personnel psychology* (pp. 496-516). Oxford: Oxford University Press.

**11) Occupational Health**

Chapter 11

**12) Groups & Teams**

Chapter 12

**Contact Information:**

I am available for drop-ins or by appointment. Please contact me in class or by email to set up an appointment. My email address is [Gail.Hepburn@uleth.ca](mailto:Gail.Hepburn@uleth.ca). My office is in University Hall (D856).

The teaching assistant for this course is Lesley Terry. Lesley can be reached by email. Her email address is [Lesley.Terry@uleth.ca](mailto:Lesley.Terry@uleth.ca).