

Psychology 3140A – Organizational Psychology

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University of Lethbridge
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Mondays & Wednesdays 16:00-17:15 in TH201

Content:

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

Prerequisite: PSYC 2800 and one other 2000 level Psychology course.

Text:

Spector, P. E. (2012). *Industrial and organizational psychology: Research and practice* (6th 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) will be assigned for some topics. These readings will be placed on reserve in the library. Some of these additional readings are listed on this outline. Others may be introduced in class. Additional readings and class lectures will include material not covered in the text. 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
Discussion Participation	5%	at least 3 discussions
Exam #1	25%	October 1
Exam #2	25%	October 31
'Newsclip' Writing Assignment	25%	November 19
Exam #3	20%	December 5

Assignments:

Discussion Participation (5%). On at least three occasions during the term students will form discussion groups and discuss how the course material (e.g., lectures or readings) relates to a specific workplace question, a film, or an employee story. The dates for these discussions will be announced in advance during class time. To ensure that proper credit is received groups will provide a list of names and student numbers for group members who *participate* in discussion.

‘Newsclip’ Writing Assignment (25%). You will be provided with a newsclip describing a workplace event and asked to explain possible reasons for this event. Your reasons will be based primarily on the findings from one recent empirical article that you will need to provide. Your choice of article will count toward your grade. Further details will be provided in class. This assignment should be no longer than 1,500 words and a word count must be provided. Assignments are required to be in American Psychological Association (APA) format (use the 6th edition of the publication manual); a portion of the grade will be allotted to APA style.

Hard copies of the assignment are due in class on the due date. A 5% per day late penalty will be deducted for late assignments. Assignments handed in after class on the due date will be subjected to a 5% late penalty. An electronic copy of the assignment should also be submitted to the course instructor on the due date. Use a WORD readable format and attach the file to an email message rather than placing the assignment directly in the message. Enter ‘Newsclip’ in the subject line of the email.

Exams:

There are three exams, two worth 25% and a third worth 20%. The exams will contain multiple choice and short-answer questions and may have a take-home component.

Missing exams or late assignments:

If you are not able to write an exam during the assigned time, participate in a discussion during the assigned time, or if you cannot complete the writing assignment by the assigned date, please contact the instructor as soon as possible before the due date. Medical reasons must be supported by a statement that your performance would be affected. The physician’s name, address, and telephone number should be included. Non-medical reasons must also be supported.

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:

Issues related to diversity (e.g., young workers, women in the workforce), the contingent workforce (e.g., part-time workers), and technology will be considered throughout the course.

1) Introduction

Chapter 1

2) Employee Selection and Socialization

Chapter 5 (pp. 111-119, 121-125)

Chapter 6 (pp. 137-142, 152-153)

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.

3) Work Motivation

Chapter 8

4) Work Attitudes

Chapter 9

5) Productive Workplace Behaviours

Chapter 10 (pp. 244-259)

6) Counterproductive Workplace Behaviours

Chapter 10 (pp. 259-268)

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.

7) Leadership

Chapter 13

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

8) Occupational Health

Chapter 11

Probst, T. M. (2002). Layoffs and tradeoffs: Production, quality, and safety demands under the threat of job loss. *Journal of Occupational Health Psychology, 7*, 211-220.

9) Performance Appraisal

Chapter 4 (pp. 86-101)

Heilman, M. E., & Haynes, M. C. (2005). No credit where credit is due: Attributional rationalization of women's success in male-female teams. *Journal of Applied Psychology*, 90, 905-916. (Read Study 1 on pp. 905-909)

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) Groups & Teams

Chapter 12

Other Readings:

Students should review portions of Chapter 2 (Research Methods in I/O Psychology) as needed. The instructor will refer students to pages from this chapter as the need arises during the term. Students should also review a document by Jordan and Zanna entitled "How to read a journal article in social psychology." This document will be placed on reserve in the University Library. The instructor will refer students to this document throughout the course.

Contact Information:

My office hours are on Mondays from 1:00-3:00pm. My office is in University Hall (D856). My email address is gail.hepburn@uleth.ca. Please bring any questions or concerns of a personal or confidential nature directly to me. I encourage students to raise questions about the course material during class time so that all students may benefit. I do not encourage students to ask questions via email.

The teaching assistant for this course is Ryan Mallard. Ryan's office hours are on Tuesdays from 1:00-3:00pm and his office is in University Hall (B834 - Vasey Lab). Ryan's email address is ryan.mallard@uleth.ca.