

# Psychology 3000A – Introduction to Organizational Psychology

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Fall 2008

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	25%	October 8
Test #2	40%	Final Exam Period
'Movie Review' Assignment	20%	November 7
'Newsclip' Group Assignment Group Presentation Handout	15%	November 19, 21, 28, & December 1

**Tests.**

The tests will contain definition, multiple choice, and short-answer questions. Test #1 (25%) will be completed during class time. Test #2 (40%) will be administered during the final exam period.

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 (20%)***

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.

***'Newsclip' Assignment (15% for group presentation and handout)***

Students are to form groups of five members (may vary depending on course enrolment). Each group is to select a 'newsclip' about the world of work as a basis for this assignment. Newsclips should be text-based (no video or audio) and be from newspapers or their related internet sites (e.g., [www.canada.com](http://www.canada.com)). They should not simply be reporting on academic journal articles or surveys conducted by Statistics Canada. *To prevent overlap, and ensure quality, newsclips must be approved by the course instructor at least two weeks prior to the presentation.*

*Group Presentation:* In the presentation groups will use their newsclip as a means to introduce a topic in organizational psychology and then briefly highlight the topic by critically examining how the newsclip fits (or does not fit) with what we know about the topic. Groups are expected to go beyond the textbook and course readings when researching the topic. Each presentation should be no longer than 10 minutes in length and an additional 2-3 minutes will be available for questions. Three presentations will occur in a 50 minute period and time limits will be strictly adhered to.

*Handout:* At the time of their presentation each group must provide hard copies of the newsclip and a one page handout of their presentation for the class and the course instructor. Handouts should provide a brief summary of the presentation, clearly incorporating key topic definitions and basic topic information, as well as citing main references used in the creation of the presentation. Please reference the newsclip itself according to the Publication Manual of the American Psychological Association (5<sup>th</sup> edition) reference guidelines. Students are responsible

for the basic topic information for the final exam.

An electronic copy of the handout should also be submitted to the course instructor on the day of the presentation. Please use a WORD readable format and attach the file to an email message rather than placing the handout directly in the message. Please enter 'Newsclip' in the subject line of the email.

## **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) Occupational Health**

Chapter 11

## **11) Groups & Teams**

Chapter 12

## **12) Labour Unions**

Reading to be determined

## **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).