

Psychology 3140A – Organizational Psychology

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University of Lethbridge
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Mondays & Wednesdays 16.00-17.15 in AH116

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. (2008). *Industrial and organizational psychology: Research and practice* (5th 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. These 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 Summaries | 10% | 3 due during the term |
| Exam #1 | 25% | October 12 |
| 'Newsclip' Writing Assignment | 25% | November 23 |
| Exam #2 | 40% | During final exam period |

Assignments:

Discussion Summaries (10%). On three separate 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. Students will be asked to demonstrate their understanding of the discussions by writing

a brief summary of their own thoughts on part of the discussion topic. These individually-prepared summaries will be due in the class following the discussion. Each discussion summary is worth 3% (9% overall). Students must submit all three summaries to receive the remaining 1%. Summaries will be reviewed for clarity, content, and critical thought.

Summaries must be submitted to the course teaching assistant in the class following the discussion. Summaries must be typed and can be no longer than a one-sided double-spaced page. Pages should have one inch margins and typeface should be a 12-point font—preferably Times New Roman. Marks will be deducted if these instructions are not followed. Hand written summaries will not be accepted. To ensure that you receive proper credit, include your name and student number on each summary.

‘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 and one review article on the topic that you will need to provide. Your choice of articles 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. Papers 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. 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 ‘Newsclip’ in the subject line of the email.

Exams:

There are two exams, one worth 25% and one worth 40%. The exams will contain multiple choice and short-answer questions.

Missing exams or late assignments:

If you are not able to write an exam during the assigned time, or if you cannot complete the writing assignment or a discussion summary 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:

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) Employee Selection and Socialization

Chapter 5 (pp. 113-122, 124-127)

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

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. 252-267)

Bolino, M. C., & Turnley, W. H. (2005). The personal costs of citizenship behavior: The relationship between individual initiative and role overload, job stress, and work-family conflict. *Journal of Applied Psychology, 90*, 740-748.

6) 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)

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) 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. 87-107)

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) Groups & Teams

Chapter 12

11) 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.

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 hour is on Mondays from 2.30-3.30pm. 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 Kyle Plotsky. Kyle's office hour is on Tuesdays from 1.00-2.00pm. Kyle's office is in University Hall (E519). His email address is kyle.plotsky@uleth.ca.