



UNIVERSITY OF
CALGARY

Department of Psychology
Psychology 423
Fall 2008

Instructor:	Derek Chapman, Ph.D.	Lecture Location:	SH 288
Phone:	403 220-5558	Lecture Days/Time:	MWF 9-9:50
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Office:	Admin. 224		
Office Hours:	By appointment		

Course Description and Goals

Industrial and Organizational Psychology is a clearly identifiable sub-discipline of Psychology that has been in existence for over 100 years (nearly as long as Psychology itself). In addition to studying theory and empirical findings from the Organizational Psychology literature, this course draws upon research from a myriad of disciplines that also contribute to our understanding of human behaviour in organizations including: Sociology, Political Science, and Management. Furthermore, the limitations of the North American-centric basis for much of this knowledge are discussed with particular emphasis on findings from cross-cultural research in organizations. An active learning approach is used throughout the course with students being asked to draw upon their own experiences in organizations to better understand the theories and research presented. An extensive use of group discussion and interaction with the instructor is an integral part of the learning process in this course.

Required Text

Johns, G., & Saks, A. (2008). *Organizational Behavior: Understanding and Managing Life at Work*(7th edition). Toronto: Pearson Prentice Hall.

The text is available in the University Bookstore.

Evaluation

Students will be evaluated on two midterm exams, a research proposal and a final examination. The midterms are each worth 20% of your overall grade (see lecture schedule for dates). Midterms and the final exam will test material from class as well as assigned chapters. The tests are for the material covered during that period of study only and are not cumulative. Multiple choice will be used for midterms whereas a combination of multiple choice and written responses will be used for the final which is worth 40% of your grade. In addition, students will be required to submit a literature review and research proposal worth 20% of the final grade. The research proposal is due on the last day of class for 423 and should be handed in at the beginning of the lecture. A penalty of 10% will be assessed for each day it is late (including weekends). E-mail submissions will not be marked.

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 (i.e., 89.5% will be rounded up to 90%; 89.4% will be rounded down to 89%, etc.).

Lecture Schedule

Date	Topic	Readings
Mon Sept 8	Lectures begin. Organizational Research Methods	
Wed Sept 10	Organizational Research Methods	Ch. 1
Fri Sept 12	Organizational Research Methods	
Mon Sept 15	Personality in Organizations	Ch. 2
Wed Sept 17	Personality in Organizations	
Fri Sept 19	Personality in Organizations. Last day for Fall registration and change of registration for Fall Session or full courses. No fee withdrawals after this date.	
Mon Sept 22	Communication in Organizations	Ch. 10
Wed Sept 24	Communication in Organizations	
Fri Sept 26	Communication in Organizations	
Mon Sept 29	Motivation in Organizations	Ch. 5
Wed Oct 1	Motivation in Organizations	
Fri Oct 3	Motivation in Organizations	Ch. 6
Mon Oct 6	Motivation In Organizations	
Wed Oct 8	Midterm I	Ch's 1,2,5,6, 10 and class material.
Fri Oct 10	Decision Making	Ch. 11
Mon Oct 13	Thanksgiving – University closed	
Wed Oct 15	Decision Making	
Fri Oct 17	Decision Making	
Mon Oct 20	Job Attitudes	Ch. 4
Wed Oct 22	Job Attitudes	
Fri Oct 24	Job Attitudes	
Mon Oct 27	Job Attitudes	
Wed Oct 29	Workplace Stress	Ch. 13
Fri Oct 31	Workplace Stress	
Mon Nov 3	Workplace Stress	
Wed Nov 5	Midterm II	Ch's 4, 11,13 and class material
Fri Nov 7	Power and Deviance in Organizations	Ch. 12
Mon Nov 10	Reading Days Nov 8-11 no lectures	
Wed Nov 12	Power and Deviance in Organizations	
Fri Nov 14	Leadership	Ch. 9
Mon Nov 17	Leadership	
Wed Nov 19	Leadership	
Fri Nov 21	Teams	Ch. 7
Mon Nov 24	Teams	
Wed Nov 26	Teams	
Fri Nov 28	Teams	
Mon Dec 1	Organizational Development and Change	Ch. 16
Wed Dec 3	Organizational Development and Change	
Thurs Dec 4	Last day to allocate research participation bonus credit	
Fri Dec 5	Organizational Development and Change Fall session ends. Last day to withdraw from course. Written assignment due.	
Dec 8- Dec 17	Final exams.	Ch's 7,9,12,16

Date	Topic	Readings
		and class material

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. 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 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.

Absence From A Test

Make-up exams are NOT an option without an official University medical excuse (see the University Calendar). You must contact the instructor before the scheduled examination or you will have forfeited any right to make up the exam. At the instructor's discretion, a make-up exam may differ significantly (in form and/or content) from a regularly scheduled exam. Except in extenuating circumstances (documented by an official University medical excuse), a makeup exam is written within two (2) weeks of the missed exam. A completed Physician/Counselor Statement will be required to confirm absence from a test for health reasons. The student will be required to pay any cost associated with the Physician Counselor Statement.

Course Credits for Research Participation

Students in most psychology courses are eligible to participate in Departmentally approved research and earn credits toward their final grades. A maximum of two credits (2%) per course, including this course, may be applied to the student's final grade. Students earn 0.5% (0.5 credits) for each full 30 minutes of participation. The demand for timeslots may exceed the supply in a given term. Thus, students are not guaranteed that there will be enough studies available to them to meet their credit requirements. Students should seek studies early in the term and should frequently check for open timeslots. Students can create an account and participate in

Departmentally approved research studies at <http://ucalgary.sona-systems.com>. The last day to participate in studies and to assign or reassign earned credits to courses is **December 4, 2008**.

Student Organizations

Psychology students may wish to join the Psychology Undergraduate Students' Association (PSYCHS). They are located in Administration 170 and may be contacted at 220-5567.

Student Union VP Academic: Phone: 220-3911 [suvpaca@ucalgary.ca](mailto:suypaca@ucalgary.ca)
Student Union Faculty Rep.: Phone: 220-3913 socialscirep@su.ucalgary.ca

Important Dates

The last day to drop this course and still receive a fee refund is **September 19, 2008**. The last day to withdraw from this course is **December 5, 2008**.