

PSYC*3080, Course Outline: Winter 2016

General Information

Course Title: Organizational Psychology

Course Description:

This course is designed to introduce you to the major concepts, theories and findings in Organizational Psychology. You will gain a better understanding of people's behaviour in organizations, as well as important contributing cognitive processes and emotions. This course progressively moves through all three levels of analysis: individual, interpersonal/group, and organizational. Topics in the course include personality, work attitudes, motivation, leadership, group/team behaviour, and organizational change and development.

Credit Weight: 0.50

Academic Department (or campus): Department of Psychology

Semester Offering: Winter 2016

Class Schedule and Location: Mondays, Wednesdays, and Fridays 3:30pm – 4:20pm, JTP 214

Instructor Information

Instructor Name: Professor Harjinder Gill

Instructor Email: gillh@uoguelph.ca

Office location and office hours: MacKinnon Extension 3007, Thursdays 2:00-3:00pm

GTA Information

GTA Name: Jessica Sorenson

GTA Email: jsorenson@uoguelph.ca

GTA office location and office hours: TBA

GTA Name: Sergey Mazuritsky

GTA Email: smazurit@uoguelph.ca

GTA office location and office hours: TBA

Course Content

Specific Learning Outcomes:

LO 1.1 – Depth & Breadth of Understanding

LO 2.1 – Information literacy

- LO 4.1 – Oral Communication
- LO 4.2 – Written Communication
- LO 4.3 – Reading Comprehension
- LO 5.1 – Teamwork
- LO 5.4 – Leadership
- LO 5.5 – Personal Organization and Time Management

Lecture Content:

- Chapter 1 Organizational Behaviour and Management
- Appendix Research in Organizational Behaviour
- Chapter 2 Personality and Learning
- Chapter 3 Perception, Attribution, and Diversity
- Chapter 4 Values, Attitudes, and Work Behaviour
- Chapter 5 Theories of Work Motivation
- Chapter 6 Motivation in Practice
- Chapter 12 Power, Politics, and Ethics
- Chapter 8 Social Influence, Socialization, and Organizational Culture
- Chapter 7 Groups and Teams
- Chapter 9 Leadership
- Chapter 13 Conflict and Stress
- Chapter 16 Organizational Change, Development, and Innovation

Course Assignments and Tests:

Assignment or Test	Due Date	Contribution to Final Mark (%)	Learning Outcomes Assessed
Mid-term I	February 1	25%	Depth and Breadth of Understanding, Written Communication
Mid-term II	February 26	25%	Depth and Breadth of Understanding, Written Communication
Team Debate	Last two weeks of class (Mar.23 –Apr. 4)	20%	Information Literacy, Teamwork, Oral and Written Communication, Personal Organization and Time Management
Final exam	April 15 (8:30-10:20am)	30%	Depth and Breadth of

Assignment or Test	Due Date	Contribution to Final Mark (%)	Learning Outcomes Assessed
			Understanding, Written Communication, Leadership, and Teamwork

Additional Notes (if required):

The exams will cover both lecture and textbook material (including material we do not cover in class). They will consist of short answer and multiple choice questions. The exams test understanding and application of the basic concepts, theories, and findings in Organizational Psychology. The final exam is NOT cumulative.

Final examination date and time: Friday, April 15 (8:30-10:20am)

Final exam weighting: 30%

Course Resources

Required Texts:

Johns, G. & Saks, A. M. (2014). Organizational Behaviour (9th ed.). Toronto: Pearson Canada.

A copy of the text will be made available on library reserve.

Other Resources:

The assignment materials will be submitted using the course Dropbox and PEAR (an electronic system of submission and peer review). Additional readings will be accessible through D2L/Courselink. The results of assignments and examinations will also be posted on D2L/Courselink.

Access to D2L

Your Account ID and your Login Account Password are the same ones used to access your University of Guelph email account and WebMail. New students can find their ID and password on a letter included with their registration package. For more information see the [University website](#).

<https://www.uoguelph.ca/ccs/my-accounts/central-login-account/undergraduate-students>

Course Policies

Grading Policies

Debates will happen during the last two weeks of class (March 23 –April 4). All team members should be present on the day of the debate, as each team member must participate in the debate. In the event that a student cannot be present on the day of the debate, he/she must provide a university-validated document to justify the absence.

Please note that these policies are binding unless academic consideration is given to an individual student.

Course Policy regarding use of electronic devices and recording of lectures:

Electronic recording of classes is expressly forbidden without consent of the instructor. When recordings are permitted they are solely for the use of the authorized student and may not be reproduced, or transmitted to others, without the express written consent of the instructor.

University Policies

Academic Consideration

When you find yourself unable to meet an in-course requirement because of illness or compassionate reasons, please advise the course instructor in writing, with your name, id#, and e-mail contact. See the academic calendar for information on regulations and procedures for

Academic Consideration:

[Academic Consideration, Appeals and Petitions](#)

Academic Misconduct

The University of Guelph is committed to upholding the highest standards of academic integrity and it is the responsibility of all members of the University community, faculty, staff, and students to be aware of what constitutes academic misconduct and to do as much as possible to prevent academic offences from occurring.

University of Guelph students have the responsibility of abiding by the University's policy on academic misconduct regardless of their location of study; faculty, staff and students have the responsibility of supporting an environment that discourages misconduct. Students need to remain aware that instructors have access to and the right to use electronic and other means of detection. Please note: Whether or not a student intended to commit academic misconduct is not relevant for a finding of guilt. Hurried or careless submission of assignments does not excuse students from responsibility for verifying the academic integrity of their work before

submitting it. Students who are in any doubt as to whether an action on their part could be construed as an academic offence should consult with a faculty member or faculty advisor.

The Academic Misconduct Policy is detailed in the Undergraduate Calendar:

[Academic Misconduct Policy](#)

Accessibility

The University of Guelph is committed to creating a barrier-free environment. Providing services for students is a shared responsibility among students, faculty and administrators. This relationship is based on respect of individual rights, the dignity of the individual and the University community's shared commitment to an open and supportive learning environment. Students requiring service or accommodation, whether due to an identified, ongoing disability or a short-term disability should contact the Centre for Students with Disabilities as soon as possible.

For more information, contact CSD at 519-824-4120 ext. 56208 or email csd@uoguelph.ca or see the website: [Student Accessibility Services Website](#)

Course Evaluation Information

Please refer to the [Course and Instructor Evaluation Website](#).

Drop date

The last date to drop one-semester courses, without academic penalty, is **Friday, March 11**. For regulations and procedures for Dropping Courses, see the Academic Calendar:

[Current Undergraduate Calendar](#)

Additional Course Information

Expectations about e-mail communication

I really enjoy meeting students during my office hours (Th. 2:00-3:00pm). Please come by if you have any questions, concerns, or just for a friendly chat.

Important: Please include "Psych3080" in the subject header of any emails that you send regarding the course. Also note that the TAs and I will do my best to answer your emails within 48hours of receipt, but that we are not available on the weekends.