PSYC*3080, Course Outline: Winter 2017

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 work attitudes, motivation, leadership, group/team behaviour, and organizational change and development.

The goal of the group work and simulation exercise is to engage students in active learning. Rather than passively acquiring course content, you will engage in critical thinking, creative thinking, and problem solving. In addition, the assignments will give you first-hand experience with several of the topics that we will cover in the course: teams, conflict, fairness, etc.

Credit Weight: 0.50

Academic Department (or campus): Department of Psychology

Semester Offering: Winter 2017

Class Schedule and Location: Tuesdays 7:00pm – 9:50pm, RICH 2529

Instructor Information

Instructor Name: Professor Harjinder Gill
Instructor Email: gillh@uoguelph.ca
Office location and office hours: MacKinnon Extension 3007, Tuesdays 2:00-3:00pm

GTA Information

GTA Name: Brooke Charbonneau
GTA Email: charbonb@uoguelph.ca
GTA office location and office hours: TBA

GTA Name: Jordan Ho
GTA Email: jho09@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 4.2 – 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 4   Values, Attitudes, and Work Behaviour
Chapter 5   Theories of Work Motivation
Chapter 6   Motivation in Practice
Chapter 8   Social Influence, Socialization, and Organizational Culture
Chapter 15   Organizational Change, Development, and Innovation
Chapter 7   Groups and Teams
Chapter 9   Leadership
Chapter 13   Conflict and Stress
Chapter 12   Power, Politics, and Ethics

Course Assignments and Tests:

Assignment or Test	Due Date	Contribution to Final Mark (%)	Learning Outcomes Assessed
Mid-term	February 14	25%	Depth and Breadth of Understanding, Written Communication
Outline and Reference List meeting with TA**	Monday Feb 27 – Wednesday March 3rd (due in Dropbox in Courselink 48hrs before meeting with TA)	10%	Information Literacy, Teamwork, Depth and Breadth of Understanding, Written Communication

Group Work Paper	Monday March 20, 11:59pm to Dropbox in Courselink	25%	Written Communication, Depth and Breadth of Understanding, Teamwork, Information Literacy
Simulation Exercise	March 7 – March 28	0%	Depth and Breadth of Understanding, Information Literacy, Leadership, and Personal Organization and Time Management
Peer Evaluations	Monday March 27, 11:59pm in PEAR	0%	Teamwork
Self-Reflection Exercise on the Simulation	Monday April 3, 11:59pm to Dropbox in Courselink	5%	Written Communication
Final exam	Monday April 10 (2:30-4:30pm)	35%	Depth and Breadth of 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: Monday, April 10 (2:30-4:30pm)

Final exam weighting: 35%

Course Resources

Required Texts:

Johns, G. & Saks, A. M. (2017). Organizational Behaviour (10th ed.). Toronto: Pearson Canada.

A copy of the text is available on library reserve.

Online Simulations:

Online simulation is contained in the coursepack from Harvard Business Publishing. You MUST purchase the online simulations and register as a participant in order to complete it, as soon as possible. A link to this coursepack will be available on the CourseLink website.

Other Resources:

The assignment materials will be submitted using the course Dropbox and PEAR (an electronic system of submission and peer evaluation). 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: hhttps://www.uoguelph.ca/ccs/my-accounts/central-login-account/undergraduate-students

Course Policies

Grading Policies

Late final assignments will be docked 7% per day starting after the due date of Monday March 20th at 11:59pm.

Final Assignments that exceed the maximum 8 page length will be docked 5% for up to a half page and 10% for more than a half page.

Students that do not complete the simulation will receive a grade of 0 on the self-reflection exercise about the simulation.

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 [Student Accessibility Services](#) as soon as possible.

For more information, contact SAS 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 10th .**
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 (Tuesdays, 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.
Policy regarding Turnitin:

Course instructors are allowed to use software to help in detecting plagiarism or unauthorized
copying of student assignments. Plagiarism is one of the most common types of academic
misconduct on our campus. Plagiarism involves students using the work, ideas and/or the exact
wording of other people or sources without giving proper credit to others for the work, ideas
and/or words in their papers. Students can unintentionally commit misconduct because they do
not know how to reference outside sources properly or because they don't check their work
carefully enough before handing it in. As the Undergraduate Calendar states: "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".

In this course, your instructor will be using Turnitin.com to detect possible plagiarism,
unauthorized collaboration or copying as part of the ongoing efforts to prevent plagiarism in
the College of Social and Applied Human Sciences.

A major benefit of using Turnitin is that students will be able to educate and empower
themselves in preventing misconduct. In this course, you may screen your own assignments
through Turnitin as many times as you wish before the due date. You will be able to see and
print reports that show you exactly where you have properly and improperly referenced the
outside sources and materials in your assignment.