

PSYC*3490, Course Outline: Fall 2019

General Information

Course Title: Social and Organizational Psychology

Course Description:

A number of applied issues will be examined from a social and organizational psychological perspective. The topics will include stress, well-being & work-life conflict; group processes and performance; power, antisocial behaviour, & sexual harassment; prejudice and diversity. Throughout the term, students will learn how groups and teams work best and will apply this learning to their own group work. Students will learn how to apply psychological theories and research to understand and ameliorate applied issues.

Credit Weight: 0.50

Academic Department (or campus): Department of Psychology

Semester Offering: Fall 2019

Class Schedule and Location: Tuesdays and Thursdays 1:00-2:20pm, MCKN 117

Course website: Please visit regularly the course website at <http://courselink.uoguelph.ca> to obtain important information and materials for this course, including instructions for assignments, readings, and lecture slides.

Instructor Information

Instructor Name: Professor Son Hing

Instructor Email: sonhing@uoguelph.ca

Office location: MacKinnon Extension room 3010

Office hours: Thursdays 2:30-3:30pm, Sept 5 to Dec 12

GTA Information

GTA: Diogo Borba
 GTA Email: dborba@uoguelph.ca
 GTA office location: Blackwood 223
 GTA office hours: Wednesdays 4:00-5:00pm
 * send general inquiries to Diogo

GTA Name: Katherine Gibbard
 GTA Email: kgibbard@uoguelph.ca
 GTA office location: Blackwood Hall 111
 GTA office hours: by appointment

GTA Name: Rima Hanna
 GTA Email: hannar@uoguelph.ca
 GTA office location: MacKinnon 027
 GTA office hours: by appointment

Course Content

Specific Learning Outcomes:

A student who successfully completes this course is expected to:

1. Demonstrate mastery of a body of knowledge in social and organizational psychology.
2. Generate connections between social and organization psychology research to examine organizational issues.
3. Recognize the importance of rigorous methodologies and research evidence support for claims in social and organizational psychology.
4. Identify and solve applied issues in an effective manner using social and organizational psychology theory and research.
5. Demonstrate personal responsibility and accountability to the group.
6. Demonstrate and communicate awareness of each member's role and contributions to the team.
7. Demonstrate understanding and sensitivity to the complex interpersonal processes that result in team performance and group work.
8. Demonstrate a mature sense of openness, empathy, and show evidence of knowledge of diverse perspectives, including cultural ones.
9. Communicate ideas effectively in writing.
10. Communicate ideas effectively orally.

Lecture Content:

| | |
|---------------------------------------|---|
| Power and Status | Gender issues and sexual harassment |
| Group processes and group performance | Antisocial behaviour in organizations |
| Prejudice and discrimination | Stress, well-being and work-life conflict |
| Diversity in organizations | Organizational justice |

There is no textbook for the course. Rather, there is a series of readings. These will be posted on the course website. Only skeleton slides will be posted on Courselink. Their purpose is simply to provide you with a sense of structure for the class.

In this course, students will engage in active learning. Rather than passively acquiring course content, you will engage in critical thinking, integrative thinking, and problem solving. In addition, working in a group on the assignments will give you first-hand experience with several of the topics that we will cover in the course.

Course Assignments and Tests:

| Assignment or Test | Due Date and Method | Worth (%) | Learning Outcomes Assessed |
|---|------------------------------------|------------------|-----------------------------------|
| Student Information Sheet* | Sept 17, e-survey | 2% | 5, 9 |
| Group Contract | Oct 1, 12pm, dropbox | 5% | 1, 4, 5, 6, 7, 8, 9, 10 |
| Midterm Exam | Oct 22 | 23% | 1, 2, 3, 4, 7, 8, 9 |
| Final Exam | Dec 13, 2:30-4:30, room TBA | 27% | 1, 2, 3, 4, 7, 8, 9 |
| | | | |
| Group Work Assn #1 | Oct 16 12pm dropbox | 10% | all |
| Group Work Assn #2 | Nov 5 12pm dropbox | 10% | all |
| Group Work Assn #3 | Nov 28 12pm dropbox | 10% | all |
| Inverted Classroom Discussion Participation | Oct 3 (3%), Nov 7(3%), Nov 19 (3%) | 9% | 1, 2, 3, 4, 5, 7, 8, 9, 10 |
| Research participation | TBA | 3% | 5, 6, 7, 9 |
| GWA Evaluation of Peers* | Nov 28 12pm | 1% | 5, 6, 7, 9 |

*Pass/fail based on on-time submission.

Classroom days not to be missed:

| Date | Activity |
|-------------|-----------------------------------|
| Sept 24 | Meet groups and work on contracts |
| Oct 3 | Inverted Classroom Discussion #1 |
| Oct 8 | GWA#1 presentation |
| Oct 10 | Group work time |
| Oct 29 | GWA#2 presentation |
| Oct 31 | Group work time |
| Nov 7 | Inverted Classroom Discussion #2 |
| Nov 19 | Inverted Classroom Discussion #3 |
| Nov 21 | GWA#3 presentation |
| Nov 26 | Group work time |

Additional Notes:

Student Information Sheet: You will receive an email from your TA for a link to complete this form online on September 10. I use this information to form groups that have the potential to be successful. So please be accurate and forthcoming. Because I need this information in a timely fashion, late sheets receive 0%. You may have 10 minutes leeway to submit online by 2:30pm. Those who do not meet this deadline will be placed in a group with other people who were also unable to meet the deadline.

Midterm Exam: The exam will consist of approximately 40 multiple choice questions and 2-3 short answer questions that each have subcomponents. Questions may be drawn from all the course material covered (e.g., readings, lectures, Group Work Assignments) up to and including the material covered during the previous class. The exam could include questions based on material solely from the readings, from lecture, GWA, and ICD, or from multiple sources. **Please MAKE SURE YOU HAVE your student ID card, and pen with you at the exam.**

Final Exam: The exam will consist of approximately 40-50 multiple choice questions and 2-3 short answer questions that each have subcomponents. Questions may be drawn from all the course material covered (e.g., readings, lectures, discussions, Group Work Assignments) since the midterm up to and including the material covered during the last class. The exam could include questions based on material solely from the readings, from lecture, GWA, and ICD, or from multiple sources. **Please MAKE SURE YOU HAVE your student ID card, and pen with you at the exam.**

Group Work Contract: Your group will complete a contract clearly outlining how you will work together effectively. This is worth 5% of your grade.

Group Work Assignments (GWAs): In this course there are three GWAs. A copy of the assignment will be posted on Courselink and I will present the assignment in class, which is based on an empirical paper. Each GWA will consist of 3-4 questions on the research. You will meet with your group inside and outside class time to complete the assignment (**max 150 words/question**). Each group will submit **one copy** of their GWA to Courselink by the deadline noted in the above table. Please MAKE SURE YOU include a cover page with: **the GWA #, your group #**, the name and student IDs of each person in the group. Each assignment is worth 10% of your team's grade.

GWA Evaluation of Peers: You will receive an email from your TA for a link to complete this form online ~ Nov 26. You will evaluate your and your team members' contribution to the three GWA and to effective team processes (1% of grade).

CRITICAL INFORMATION: The grade that a student receives for the three GWA is determined by weighing the teams's GWA grade by the evaluation they received from their peers (i.e., how your group members evaluate your contribution to the GWAs). Thus, both group performance and individual performance will be taken into account.

In other words:

$$\text{Personal Grade} = \text{Team's grade} \times \text{Peer evaluation}$$

More information will be posted on the course website.

Inverted Classroom Discussions (ICD):

Throughout term, we will have three inverted classroom days devoted to discussion of a reading. Approximately 1 week before class, I will post a reading and 3-4 discussion questions. Before class, you must complete the reading, and draft an answer for each discussion question. When you come to class, sit near your group. We will divide class time so that each group can discuss their answer to Q1, and then we discuss as a class, and so on for each question. Your contribution for each discussion is worth 3% of your grade (TA assessment of your: level of preparation for class, thoughtful contribution to discussion, and respectful communication with others) = 9% total.

Final examination date and time:

TBA

Final exam weighting:

27%

Course Resources

Required Texts:

None

Recommended Texts:

None

Lab Manual:

Not applicable.

Other Resources:

Please visit regularly the course website at <http://courselink.uoguelph.ca> to obtain important information and materials for this course, including instructions for assignments, readings, skeleton lecture slides.

Field Trips:

Not applicable.

Additional Costs:

Not applicable.

Course Policies

Grading Policies

Late student information sheets and GWA peer evaluations are graded as zero. The group contract and GWAs will be docked 7% per day (starting after 12:00 pm) if they are late. Grades will be docked by 5% for exceeding word limits (5% per question/assignment). If your group submits more than one copy of an assignment to dropbox, your group will be docked 3%. If your group submits an assignment without your group number on it, your group will be docked 3%. Group work assignments submitted after they have been taken up in class will receive zero.

Please also note that work submitted for grades may be **screened electronically for academic misconduct**, including breaches of academic integrity and plagiarism.

Please note that there will be no supplemental evaluation/examination for this course.

Course Policy on Group Work:

See above.

Policy on missed classes and exams

All of the information related to the logistical and administrative components of this course will be communicated during class time. If you miss a class, it is your responsibility to make contact with a fellow student and catch up on what you missed, regardless of whether the absence was justified or not.

If you miss an evaluation (e.g., exam, due date for an assignment) you may wish to seek academic consideration for your absence (e.g., if you believe your absence qualifies for medical or compassionate reasons). Please contact the course instructor as soon as possible if you miss an exam or a due date or if you have an ongoing personal or health issue that will affect your ability to meet any due date or deadline.

Any documentation provided (e.g., doctor's notes) may be verified by different means, including calling the doctor's office for confirmation. See the undergraduate calendar for detailed information on regulations and procedures for Academic Consideration.

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.

Policy regarding materials provided by instructor and his designates

The material shared by the course instructor or by her designate (e.g., TA) as part of this course, including copies of the lecture slides, are solely for the personal use of the authorized student and may NOT be reproduced, or transmitted to others, whether it is in their original format or a modified version, without the express written consent of the course instructor.

Policy on emails

Only questions that can be answered simply, for example by yes or no or with a short sentence, will be answered by email. For longer answers you will most likely receive an email asking you to come and see me.

Emails will usually be answered within 48 hours during weekdays. It is possible that some emails that are not from a university address (e.g., @hotmail.com) may be treated as spam. So do not hesitate to come and see one of us if your email was not answered. The university expects you to check your U of Guelph email account regularly and use it to communicate with you.

Policy regarding exam copies

Copies of the exam are loaned to registered students for the duration of the examination only. They remain the property of the course instructor at all times. All copies must be returned to the instructor or her designate at the end of the examination time. They cannot be removed from the examination room under any circumstances. All material contained in the exams is copyrighted, 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 Student Accessibility Services at 519-824-4120 ext. 56208 or email accessibility@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 the last class day of classes (Nov 29). For regulations and procedures for Dropping Courses, see the Academic Calendar:

[Current Undergraduate Calendar](#)