

PSYC*3490, Course Outline: Fall 2017

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 health and well-being; attributions and person perception; intergroup relations and prejudice; and social influence. 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 2017

Class Schedule and Location: Tuesdays and Thursdays 1:00pm-2:20pm, Rozanski Hall 102

Course website: Please regularly visit the [course website](http://courselink.uoguelph.ca) 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: Thomas Sasso

Instructor Email: tsasso@uoguelph.ca

Office location: Mackinnon 542

Office hours: Thursdays 4:30pm – 6:00pm

GTA Information

Students will be assigned a specific teaching assistant within the first two weeks of class.

GTA Name: TBA
GTA Email: TBA

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GTA Email: TBA

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GTA Email: TBA

Course Content

Specific Learning Outcomes:

Students who successfully complete this course are expected to:

1. Demonstrate mastery of a body of knowledge in social and organizational psychology
2. Ask in-depth and specific questions regarding the application of social and organizational psychology theory and research to understanding and address applied issues.
3. Recognize the importance of research evidence support for claims in social and organizational psychology
4. Identify and solves applied issues in an effective manner using social and organization psychology theory and research
5. Evaluate the appropriateness of different approaches in social and organizational psychology and rejects less acceptable methods to solving applied problems.
6. Evaluate creative solutions to problems and creative ways applying social and organizational psychology to understand and address issues.
7. Demonstrate mature sense of openness, empathy, and shows evidence of knowledge of diverse perspectives, including cultural ones.
8. Generate ideas and questions from written text in social and organizational psychology.
9. Generate connections between social and organization psychology research and/or theory from more than one discipline or perspective to examine applied issues.
10. Demonstrate personal responsibility and accountability to the group.
11. Demonstrate awareness of each member's contributions to the team.
12. Demonstrate understanding and sensitivity to the complex interpersonal processes that result in team performance and group work.
13. Communicate ideas effectively in writing.

Lecture Content:

Lectures will be coordinated with the readings. The schedule for the chapter readings is provided below along with the schedule for the lectures. To genuinely benefit from this course you need to do the readings prior to attending weekly lectures. Otherwise your experience will

be mixed. The readings from the textbook will be supplemented with other material. These will be posted on the course website.

Lectures are designed to both complement and supplement the readings. Substantial material not covered in the readings will be presented during the lectures. Lectures are also designed to present links between the different topics we will be covering. This integration of the material is meant to help you create a more unified (and easier to remember) story for the course and to think more critically about psychological research.

Week	Lecture	Topic	Assigned Readings *
Sept 7	1	Course overview	Course Syllabus and Assignment Outlines
Sept 12	2	Introduction to Theory, Research and Application in Social & Organizational Contexts	Chapter 1 Ozley & Armenakis (2000); Ruggs et al. (2013); Stoltenberg & Pace (2007)
Sept 14	3	Introduction to case analyses and evidence-based management	Briner, Denyer, & Rousseau (2009); Briner & Rousseau (2011); Pfeffer & Sutton (2006).
Sept 19	4	Motivation and Performance	Chapter 2
Sept 21	5	Motivation and Performance	Chapter 3
Sept 26	6	Motivation and Performance	Chapter 4
Sept 28	7	Discussion Class #1	
Oct 3	8	Perceiving and Responding to Inequity	Chapter 15
Oct 5	9	Perceiving and Responding to Inequity	Chapter 16
Oct 10		No Class – Thanksgiving Break	
Oct 12	10	Communication and Decision Making	Chapter 5
Oct 17	11	Communication and Decision Making	Chapter 7
Oct 19	12	Discussion Class #2	
Oct 24	13	Review Class/ Case Study Analysis	
Oct 26	14	Midterm	
Oct 31	15	Leadership and Authority	Chapter 8

Week	Lecture	Topic	Assigned Readings *
Nov 2	16	Leadership and Authority	Chapter 9
Nov 7	17	Leadership and Authority	Chapter 10
Nov 9	18	Case study analyses	
Nov 14	19	Discussion class #3	
Nov 16	20	Change and Change Management Term Group Project Due	Chapter 11
Nov 21	21	Change and Change Management	Chapter 13
Nov 23	22	Change and Change Management	Chapter 14
Nov 28	23	Discussion class #4	
Nov 30	24	Review Class	

* Additional short readings and videos will be posted on CourseLink throughout the course as assigned content in advance of lectures. This content may be provided after the lecture in cases where class discussion has warranted additional exploration or description of content.

Course Assignments and Tests:

Assignment or Test	Due Date	Contribution to Final Mark (%)	Learning Outcomes Assessed
Midterm exam	October 26 th	26%	1, 2, 5, 7, 9, 12
Final exam	December 12 th (7-9pm)	30%	1, 2, 5, 7, 9, 12
Class discussions	Sept 28 th , Oct 19 th , Nov 14 th , & Nov 28 th	24% (6% per class discussion)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13
Term group project	Nov 16 th	20%	1, 2, 3, 4, 6, 8, 9, 10, 11, 12, 13

Additional Notes:

Midterm Exam: The exam will contain approximately 30 to 40 multiple-choice questions and approximately 2 to 5 short answer questions (e.g., fill in the blank). Questions may be drawn from all the course material covered (e.g., readings, lectures) up to and including the material covered during the previous class. The exam will include questions based on material from the textbook and readings but not covered in class, and on material covered in class but not covered in the textbook and readings. Please MAKE SURE YOU HAVE your student ID card, a few sharpened HB pencils and an eraser with you at the exam.

Final Exam: The exam will contain approximately 30 to 50 multiple-choice questions and approximately 2 to 5 short essay questions (e.g., fill in the blank, point form responses).

Questions may be drawn from all the course material covered (e.g., readings, lectures) since the beginning of the course including the material covered during the previous class. More emphasis will be placed on content since the midterm. The exam will include questions based on material from the textbook and readings but not covered in class, and on material covered in class but not covered in the textbook and readings. Please **MAKE SURE YOU HAVE** your student ID card, a few sharpened HB pencils and an eraser with you at the exam.

Term project: For your term project, in small groups of 4-5 (assigned by instructor), you will be asked to put your newly acquired knowledge into practice to analyze an intervention based on social and organizational principles. You will select an actual intervention. You will research the issue that this intervention tries to address, the strategy used by the intervention, and evaluate its (potential) effectiveness. You will be asked to write a report (approximately 9-12 page) on your analysis and design an infographic or poster that could teach practitioners about your topic. More information will be posted on the course website.

Class discussions: Four times throughout the term the instructor will provide the class with a discussion piece on CourseLink (e.g., journal article; YouTube clip; news article) with a series of questions. For each assignment each group will prepare answers for all questions prior to class and submit the responses on CourseLink prior to the start of class on the assigned due date. For each assignment, each group will be called upon once in class to provide an answer for one randomly chosen question, which the instructor will evaluate. Therefore, groups will respond to one question per assignment. Time will be devoted in class for a full discussion of each question. More information will be posted on the course website.

Final examination date and time:

December 12th, 2017 from 7:00pm – 9:00pm

Final exam weighting:

30%

Course Resources

Required Texts:

Haslam, S. A., van Knippenberg, D., Platow, M. J., & Ellemers, N. (Eds.). (2014). *Social identity at work: Developing theory for organizational practice*. Psychology Press.

Recommended Texts: None

Lab Manual: Not applicable.

Other Resources:

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

Field Trips: Not applicable.

Additional Costs: Not applicable.

Course Policies

Grading Policies

The time and date for the midterm are indicated in this course outline.

The procedure for grading along with other important grading information for the research experience is available in the research experience instructions posted on the course website.

The time and date for submitting the term report are listed in this course outline. The procedure to submit the report is indicated in the report instructions that will be posted on CourseLink. Late submissions for the report will be penalized 10% of the marking grade per day (e.g., if the report is out of 70, that is 7 marks deducted per day late regardless of the grade earned). Please note that technology issues (e.g., hard drive crashing--make sure to have backups) and leisure travel are not valid reasons for extensions.

Please also note that work submitted for grades may be **screened electronically for academic misconduct**, including breaches of academic integrity and plagiarism. In this course, your instructor will be using Turnitin, integrated with the CourseLink Dropbox tool, to detect possible plagiarism, unauthorized collaboration or copying as part of the ongoing efforts to maintain academic integrity at the University of Guelph.

All submitted assignments will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com site.

A major benefit of using Turnitin is that students will be able to educate and empower themselves in preventing academic 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.

The last date to submit any materials for evaluation for this course is the last day before the final exam period starts, *December 1st 2017 at 5pm*, with the exception of the final exam, which will be conducted during the final exam period.

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

Course Policy on Group Work:

You are responsible for fulfilling your duties to your group. At a minimum, this includes: accurately completing and handing in your Student Information sheet, checking and responding to your email/texts from them daily; promptly attending all group meetings, including those with the TA and professor; conducting your work diligently; having open conversations about group dynamics and individual performance; honestly, fairly, and promptly completing your peer evaluation.

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 his 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 24 to 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 us to 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 their 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 Student Accessibility Services as soon as possible.

For more information, contact SAS 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 fortieth class day. For regulations and procedures for Dropping Courses, see the Academic Calendar:

[Current Undergraduate Calendar](#)