

## PSYC\*7040 Social Processes in the Workplace

Department of Psychology  
Winter 2018

Leanne Son Hing

Class Schedule and Location: Fridays 11:30-2:20 ROZ108

### Course Description:

This course examines social processes in the workplace. The primary goal of the course is to introduce you to a range of both classic and contemporary topics in organizational social processes. Students should leave the course with an understanding of the theoretical and methodological issues in each topic area, and an increased ability to critically evaluate, develop, and apply theory and research methodology in organizational psychology.

### Instructor Information:

MacKinnon Extension room 3010

Telephone: (519) 824-4120 ext. 54475

Email: sonhing@uoguelph.ca

Office hours: Fridays 2:30-3:30, or by appointment

### **Course Content:**

The course is structured as a series of discussions of prescribed readings. The readings are organized around a particular topic area and are intended to provide a common knowledge base from which relevant theoretical, methodological, and practical issues can be addressed. The course covers a variety of social processes in the workplace including interpersonal phenomena, identity and intergroup phenomena; and organizational culture and climate.

Students are expected to attend class unless you are ill (and then you should stay home!). Please email me in this case.

### **Course Resources:**

All readings for the course will be available on D2L by six days before class. All descriptions of assignments and grading rubrics will also be posted on D2L.

Week	Date	Topic
1	Jan 19	Introduction
2	Jan 26	Organizational culture and climate
3	Feb 2	Organizational justice
4	Feb 9	Organizational inequality, Power and status
5	Feb 16	Unethical behaviour and politics
6	Mar 2	Sexism in the workplace
7	Mar 9	Other forms of prejudice in the workplace
8	Mar 16	Diversity and diversity management
9	Mar 23	Groups and teams
10	Mar 30	Conflict and aggression
11	Apr 4-5-9?	Relationships, networks, social support

### Specific Learning Outcomes

#### *Critical and Creative Thinking*

*1) Depth and Breadth of Understanding: Demonstrates knowledge of key concepts in psychology, and integrates that knowledge across disciplinary and sub-disciplinary boundaries.*

*2) Inquiry and Analysis: A systematic process of exploring issues, objects and works in psychology through the collection and analysis of evidence that result in informed conclusions or judgments*

*3) Creativity: The ability to initiate change and to solve problems with a high degree of innovation, divergent thinking, and risk taking*

#### **Literacy**

*4) Information Literacy: The ability to know when there is a need for information, where to locate it and the ability to identify the value and differences of potential resources in a variety of formats.*

5) *Methodological Literacy: The ability to understand, evaluate, and/or design appropriate methodologies for rigorous psychological science.*

6) *Quantitative Literacy: Includes numeracy, and competence in working with numerical data.*

#### *Communication*

7) *Oral Communication: Includes interpersonal skills, oral speaking and active listening.*

8) *Written Communication: The ability to express one's ideas and summarize theory and research through a variety of writing styles (e.g., American Psychological Association [APA] style, papers, posters).*

### **Course Assignments and Tests:**

Assignment	Date	Learning Outcomes	Weight
Class participation	Weeks 2-11	123567	30
Presentation	Weeks 2-11	All	20
Presentation feedback (oral & written)	For each presentation date	All but #4	10
Final paper pitch meeting	Weeks 6-9	12347	10
Final Paper	Mar 30-Apr 9	All but #7	30

### **Course Policies:**

#### Grading Policies

If final papers exceed the page limit (through formatting violations as well), they will be docked 5% per estimated half page. Late submissions of final papers will also be docked 5% per day including weekends.

[Grading policies are detailed in the Graduate Calendar.](#)

<https://www.uoguelph.ca/registrar/calendars/graduate/current/genreg/genreg-as.shtml>

#### 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:

[https://www.uoguelph.ca/registrar/calendars/graduate/current/genreg/sec\\_d0e1483.shtml](https://www.uoguelph.ca/registrar/calendars/graduate/current/genreg/sec_d0e1483.shtml)

### 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 Graduate Calendar:

<https://www.uoguelph.ca/registrar/calendars/graduate/current/genreg/index.shtml>

### 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](mailto:accessibility@uoguelph.ca) or refer to the [SAS 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 9, 2018*.  
For regulations and procedures for Dropping Courses, see the [Academic Calendar](#):  
<https://www.uoguelph.ca/registrar/calendars/graduate/current/sched/index.shtml>