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:

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


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 48 hours of receipt, but that we are not available on the weekends.