

Psychology 240 - Organizational Psychology
University of Vermont Fall Semester 2009
Professor R. B. Lawson

A) **Course Participants**

This course is designed for advanced undergraduate students (juniors and seniors) in psychology, and interested graduate students from psychology, business administration, public administration, and related disciplines.

B) **Course Objectives**

The objectives of this course are:

- ◆ To identify and examine fundamental principles from the organizational sciences that govern specific organizational affects, behaviors, and cognitions.
- ◆ To develop a sense of personal efficacy for understanding and applying principles for managing targeted organizational performances and events.

C) **Course Meetings and Format**

This course meets Tuesdays (Te) and Thursdays (Th) - 11:30-12:45 pm in 212 Dewey Hall.

This is a presentation and informed discussion and debate course. I will give a presentation on the Tuesday Topic of each week of the course, and a team of students will give the presentation on the Thursday Topic of each week starting with **Thursday, September 24, 2009**.

D) **Course Requirements and Grading**

All students must complete the following course requirements:

- 1) **There will be an open-book take-home mid-term examination due Tuesday, October 13, 2009.** I will provide a list of five (5) short essay questions well in advance of the above scheduled examination date. Each student must answer question #1, and then select two (2) other questions from the list for a total of three (3) short essay questions. The examination must be completed individually, with no more than three (3) word-processed pages for each of the three (3) short essay questions.
- 2) The Thursday Team Topic Presentation. The Thursday Team Topic is drawn from **The Readings in Organizational Psychology** (Lawson, 2009). One member of the Thursday Team Topic, serving as the Team Coordinator, will provide a brief summary of the reading and then other team member(s) will present two (2) positive points about the reading (“the Pros”) and the other team member(s) will present two (2) negative points or shortcomings (“The Cons”) of the reading(s). Also, the team must summarize two (2) other articles or informational sources that extend the findings and/or conclusions of the

assigned reading. Lastly, the Team Coordinator will invite questions and comments from the class, allow rebuttals, and then provide two (2) examples from current organizational events that reflect two (2) of the main points of the reading(s). A single grade will be assigned to the team, which will be recorded for each member of the team.

- 3) **The final course requirement will be a ten (10) to twelve (12) double spaced Topical Paper on a topic in organizational psychology of interest to you that is different from the topic you presented in your Thursday Team Topic Presentation.** Your final paper must follow the format of The Publication Manual (2009, 6th Edition) of the American Psychological Association.

Your paper must state clearly in the **Introduction** section your topic, the theme(s) of your paper, and a definition(s) of key terms of your topic and related concepts. The second section of your paper, **Review and Analyses** must present a critical review of the theory (or theories) of the topic of your paper as well as critical analyses of the findings of three (3) empirical studies related to your topic. The last section of your paper, **Summary and Conclusions**, must include a bottom line summary of the material covered in your paper, at least one application of the findings presented in your paper, and suggestions for future research related to your topic.

You may submit a paper individually or as a team of no more than two (2) persons, and each team member will be assigned the same grade.

Your final written Topical Paper must be submitted to me (in person or slipped under my office door, 210B JDH) by no later than **Tuesday, December 8, 2009, 12:45pm**. Earlier submission is, of course, encouraged and welcome.

Each of the above three (3) course requirements will contribute one-third of your final grade, and for team executed exercises each team member will be assigned the same grade. Sustained participation in class discussion will enhance your comprehension of the material and your final grade.

E) **Course Readings**

The required textbooks for the course are:

- 1) Robbins, S.R., & Judge, T.A. (2010). Essentials of organizational behavior, (10th Edition)
Upper Saddle River, New Jersey: Prentice Hall.
- 2) Lawson, R.B. (2009). Readings in organizational psychology.
Burlington, VT: UVM Press.

The textbook (1) and the book of readings (2) are both available in the UVM bookstore.

F) **Academic Honesty**

I expect all students in this course to abide by the University of Vermont Honesty policy which is presented in **The Cat's Tale** which can be reached from www.uvm.edu.

G) **Attendance and Participation** – Each class member must attend and participate in class meetings, (ask questions, comment on assigned readings or other material presented in class). If you miss more than three (3) classes without a valid health excuse, family emergency, or religious holiday, three (3) points will be deducted for each missed class beyond three (3) class meetings from your final course grade.

H) We seek to create a nurturing and inclusive learning environment for all members of the course based upon communication, mutual respect, and non-discrimination. If you are a person with a disability and anticipate needing any type of accommodation in order to participate in this class, please advise us and make appropriate arrangements with Disability Services at the University of Vermont.

I) **Office Hours**

My office hours are posted outside my office (210B JDH). Appointments at other times are available by contacting me at robert.lawson@uvm.edu.

J) **Religious Holidays**

Students have the right to practice the religion of their choice. Each semester students should submit in writing to their instructors by the end of the second full week of classes their documented religious holiday schedule for the semester. Faculty must permit students who miss work for the purpose of religious observance to make up this work.

K) **Web Sites**

A very useful web site for a variety of psychological information is:

www.apa.org

The APA Division 14,
Society for Industrial and Organizational Psychology (SIOP) web site is:

www.siop.org

I thank you in advance for your cooperation.

<u>Date</u>	<u>Topic</u>	<u>Reading Assignment</u>
1. 9/01 (Te)	Introduction: Course Objectives, Requirements, and Content	_____
2. 9/03 (Th)	Organizational Behavior and Industrial/Organizational Psychology	R&J - Chapter 1 L - Chapter 1
3. 9/08 (Te)	Personality and Values	R&J - Chapter 2 L - Chapter 2
4. 9/10 (Th)	Attribution, Decision Making and Job Attitudes	R&J - Chapter 3
5. 9/15 (Te)	Organizational Culture	R&J - Chapter 15 L - Chapter 3A
6. 9/17 (Th)	Organizational Culture	L - Chapter 3B
7. 9/22 (Te)	Emotions and Moods	R&J - Chapter 7
8. 9/24 (Th)	Workforce Diversity	L - Chapter 4
9. 9/29 (Te)	Groups and Teams	R&J - Chapters 8, 9
10. 10/01 (Th)	Groups and Teams	L - Chapter 5
11. 10/06 (Te)	Motivation: Concepts	R&J - Chapters 5, 6
12. 10/08 (Th)	Motivation: Applications	L - Chapter 6
13. 10/13 (Te)	Examination I and Abstract of Topical Paper Due	
14. 10/15 (Th)	Leadership	R&J - Chapter 11
15. 10/20 (Te)	Power and Politics	R&J - Chapter 12
16. 10/22 (Th)	Leadership, Power, and Politics	L - Chapter 7

<u>Date</u>	<u>Topic</u>	<u>Reading Assignment</u>
17. 10/27 (Te)	Communications: Decision Making	R&J - Chapter 10
18. 10/29 (Th)	Communications: Decision Making	L - Chapter 8
19. 11/03 (Te)	Conflict and Negotiation	R&J - Chapter 13
20. 11/05 (Th)	Conflict and Negotiation	L - Chapter 9
21. 11/10 (Te)	Job Attitudes	R&J - Chapter 4
22. 11/12 (Th)	Job Attitudes	L - Chapter 10
23. 11/17 (Te)	Organization Structure	R&J - Chapter 14
24. 11/19 (Th)	Organization Structure	L - Chapter 11
25. 11/24 (Te)	Work on Topical Paper	_____
26. 11/26 (Th)	Thanksgiving Recess	_____
27. 12/01 (Te)	Organizational Change	R&J - Chapter 16
28. 12/03 (Th)	Organizational Change	L - Chapter 12
29. 12/08 (Te)	Last Class: Topical Paper Due	_____
	Course Evaluation	

Textbook Code

R&J = Robbins, S.R., & Judge, T.A. (2010). Essentials of Organizational Behavior, (10th Edition) Upper Saddle River, New Jersey: Prentice Hall.

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