

Syllabus

Organizational Psychology

PSY 404

Fall 2015

Class Location: Rockwall

Instructor: Dr. Devin Pierce

Office Hours: My office hours will be held in the virtual office in eCollege between the hours of 9 & 11am on M & W. If this will not work for any of you, please let me know and we will make other arrangements.

Email: Devin.Pierce@tamuc.edu

Required Text

Landy, F. J., & Conte, J. M. (2013). *Work in the 21st century: An introduction to industrial and organizational psychology* (4rd ed.).

Course Description

This course applies behavioral science knowledge to professional organizations. The goal of this course is to understand how businesses can be designed so that both efficiency and the quality of employee life are improved. Topics will include the history of Industrial/Organizational psychology, psychological testing, job analysis/performance, performance measurement, staffing decisions, training and development, motivation, attitudes, emotions, work stress and health, and the organization of work behavior.

Purpose

The goal of this class is to learn about the nature of work in modern society. Research in the workplace has primarily been conducted by psychologists, thus, we'll be looking at work from a psychological perspective. Unlike many other psychology courses, we will move away from theories (although we will not ignore them completely!) toward a focus on the practical and applied aspects of psychology in the workplace. My hope is that you will be able to apply what you learn in this class to improve your chances of finding a job that you enjoy and to be a better and more productive member of the workforce.

Course Requirements

Exams. There will be two exams during the semester, a midterm and final. You are responsible for all materials covered in this course. Exams may be rescheduled, without penalty, only when arrangements have been made in advance of the testing date. I expect people to come to me within the first week of class if they have conflicts with the exam dates. Make-ups will only be given in the case of verifiable medical or legal excuses. Verifiable means that written documentation is provided (e.g., signed doctors' notes, court appearance tickets, newspaper obituaries). The final decision concerning make-up exams rests with the instructor. **Total = 60%**

Article critique & presentation. This will be a collaborative endeavor, whereby you will work in small groups, consisting of 2 - 3 people. Your task will be twofold. First, you will be required to select an empirical research article pertaining to I/O psychology and write a 2-3 page critique. Second, your group will be required to do a PPT presentation on the respective research carried out in your approved article. Specific details regarding this project will be provided on a separate handout that will be disseminated in class. Critiques and presentations submitted late will not be accepted. **Total = 20%**

Weekly Reaction Paper. Each week you will write a 1/2 - 1 page paper in response to the week's topic(s) and **submit it to the designated dropbox in eCollege no later than midnight on the Sunday following a given lecture.** The guidelines for constructing and submitting these weekly reaction papers will be provided in class. **Total = 15%**

Participation. I consider class participation to be one of the most important, yet underrated elements of a student's education. There are numerous elements that go into class participation: (1) Attending class meetings (Note: according to University rules, students may be dropped from the class if he/she has more than three unexcused absences); (2) Arriving to class on time and not packing up early; (3) Contributions to class discussions and activities; and (4) Treating others with respect and politeness. ["All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning

environment." (See Student's Guide Handbook, Policies and Procedures, Conduct)].

Total=5%

Your grade will be determined as follows:

Midterm	30%
Final	30%
Article critique and Presentation	20%
Weekly Reaction Paper	15%
Participation	+ 5%
	100%

Final grades are based on the total number of points earned during the term in accordance, generally, with the following levels of proficiency: A = 90-100; B = 80-89; C = 70-79; D = 60-69; F = below 60.

Course and University Procedures/Policies

Academic Honesty. Texas A&M University - Commerce has explicit rules and regulations governing academic dishonesty and academic misconduct. These policies are stated in detail in the Students Guide Handbook. Each student is expected to read the documents at the address and abide by the contained policies. These university policies will be followed in this class. The minimum penalty for an act of academic dishonesty will be the assignment of a grade of 0 on the relevant exam or assignment.

Assignment of an Incomplete Grade. A grade of Incomplete is reserved for only those special cases where a student has completed a significant portion of the semester's work and an unavoidable circumstance prevents him or her from completing the course. If you have any questions, please contact me.

Electronic Devices. Please note that the use of laptops, tablets, and cell phones are not permitted during class. Please make sure that your cell phone is turned off (not on vibrate) prior to the commencement of class. If there is an emergency situation that may require you to take a call during class, talk to me before class.

Leo Mail and eCollege. All Students should activate and regularly check their Leo Mail (e-mail account) and eCollege accounts associated with this class. All assignments will be turned in on eCollege (when applicable) unless otherwise

instructed to do something differently by the instructor of this course. All class communication will be done through Leo Mail/eCollege. I **WILL NOT** send communication about the class to personal email accounts.

Accommodations for Students with Disabilities. The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

**Office of Student Disability Resources and Services
Texas A&M University-Commerce
Gee Library, Room 132
Phone (903) 886-5150 or (903) 886-5835
Fax (903) 468-8148
StudentDisabilityServices@tamuc.edu**

Course Schedule

Week	Date		Topic	Reading
1	T	9/1	Greetings	
	Th	9/3	Searching for Empirical Research Articles Article Critique Handout & Group Formation	
2	T	9/8	Methods and Statistics in I-O Psychology	Ch 2
	Th	9/10	Methods and Statistics in I-O Psychology	Ch 2
3	T	9/15	Individual Differences & Assessment	Ch 3
	Th	9/17	Individual Differences & Assessment	Ch 3
4	T	9/22	Job Analysis & Performance	Ch 4
	Th	9/24	Job Analysis & Performance	Ch 4
5	T	9/29	Performance Measurement	Ch 5
	Th	10/1	Performance Measurement	Ch 5
6	T	10/6	Staffing Decisions	Ch 6
	Th	10/8	Staffing Decisions	Ch 6
7	T	10/13	Training & Development	Ch 7
	Th	10/15	Training & Development	Ch 7

8	T	10/20	Review for Midterm	None
	Th	10/22	Midterm Submit Research Article for Approval	None
9	T	10/27	The Motivation to Work	Ch 8
	Th	10/29	The Motivation to Work	Ch 8
10	T	11/3	Attitudes, Emotions, and Work	Ch 9
	Th	11/5	Attitudes, Emotions, and Work	Ch 9
11	T	11/10	Stress & Worker Well-Being	Ch 10
	Th	11/12	Stress & Worker Well-Being	Ch 10
12	T	11/17	Leadership	Ch 12
	Th	11/19	Leadership	Ch 12
13	T	11/24	Teams in Organizations	Ch 13
	Th	11/26	THANKSGIVING: NO CLASS	None
14	T	12/1	The Organization of Work Behavior	Ch 14
	Th	12/3	Article Critiques Due PPT Presentations Due Student Presentations (Groups 1 - 4)	None
	T	12/8	Student Presentations (Groups 5 - 8)	None

15	Th	12/10	Presentations (Groups 9 - 10) Review for Final Exam	None
16	Th	12/17	Final Exam (8am - 10am)	

**Please note that this is a tentative schedule.
As such, I reserve the right to alter this schedule as needed.**