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Psychology 156 Organizational Psychology

Catalog Course Description: The psychology of organized human interaction: individual motivation; social perception; leadership and participation; group, intergroup, and system dynamics; conflict and conflict resolution; cooperation and decision-making. Also considers contemporary issues facing American organizations.

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T.A.:

E-mail:

Required Text: (Be sure to purchase the correct edition. Copies will be available in the campus bookstore.)

Spector, P. E. (2012). *Industrial and organizational behavior* (6th ed.). Hoboken, NJ: Wiley. (ISBN-13: 978-0-470-94976-4)

Course Goals:

This course is designed to acquaint students with the field of industrial/organizational psychology with specific emphasis on social-organizational topics. Our overall goals are to:

- Develop an appreciation of the many ways in which psychology can be applied to understanding of work behavior in contemporary organizations.
- Learn how psychological theories and methods of I/O psychology are used to solve workplace problems and enhance organizational functioning.
- Acquire skill in thinking critically about psychological issues in the workplace through application of the scientific approach.

Course Procedure:

Students in upper-division courses are expected to take an active role in their learning. With that in mind, our class sessions will feature a mix of lecture, group discussion, and experiential activities. Accompanying each reading assignment you will have a set of homework questions intended to provoke thought, stimulate discussion, and review key points. You are expected to actively engage with your reading and come to class with your written responses to the homework questions prepared in advance.

You can expect a hands-on activity associated with each class meeting. These activities will address such topics as active listening, workplace ethics, group dynamics, conflict & negotiation, and organizational change.

Tests will consist of a midterm exam in the third week and a comprehensive final exam on the last day.

A term paper is assigned (somewhat brief given the limited time available during summer session) which will report on research associated with an I/O topic of interest to you.

Grading:

Your course grade will be determined by weighting the assignments and activities as follows.

- 25% Homework (notes on the reading, other work as assigned).
- 20% Midterm Exam (Closed book but you can use your homework and class notes.)
- 30% Final Exam (Closed book but you can use your homework and class notes.)
- 25% Term paper (a scholarly analysis of a topic approved by the instructor, prepared in APA format and submitted to TurnItIn.com)

It is important that you attend all class meetings and participate actively during our class sessions. Your attendance and participation will be considered in final determination of your course grade. This can make a meaningful difference if you are near the border between two grades.

You will find helpful review material and other resources at the publisher's website:

<http://bcs.wiley.com/he-bcs/Books?action=index&itemId=0470949767&bcsId=6644>

Student Responsibilities:

Both students and instructor will approach this course in a constructive and mature manner. It is expected that you will give this course your full attention and maintain a positive attitude regarding your responsibilities. If you must miss a class or must turn in an assignment late, advise the instructor in advance (e-mail is convenient). But note that missed classes and late work will have consequences.

UCSC has a policy on [academic integrity](#). In short, you must take tests honestly, do your own work on class assignments, and use the proper citation format when reporting on work done by others. If you are uncertain about issues related to cheating or plagiarism (e.g., turning in work that was prepared for another class), talk to your instructor about it.

Learning Management System: We will make use of eCommons for posting homework questions, supplementary readings, and providing grade feedback. You can logon at

<https://ecommons.ucsc.edu/xsl-portal> Students without a regular email account will need to get a guest eCommons account by calling the help desk, 459-HELP.

Schedule of Topics

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| <p>June 25. Overview of industrial and organizational psychology. Activity: Social contracts</p> | <p>June 27. Research methods; Job analysis. Ch 1-3. Supplementary articles: Katzell, 1992; Peterson, 2001. (NOTE: Reading and homework notes must be completed prior to class.) Activity: Ethical dilemmas</p> |
| <p>July 2. Performance appraisal; Assessment methods. Ch 4, Ch 5 (pp. 106-120). Supp'l article: Smither, 2003. Activity: Active listening</p> | <p>July 4. Assessment methods (cont.); Selection issues. Ch 5 (pp. 120-134), Ch 6. Supp'l articles: Swider, 2011; Lievens, 2011. Activity: Learning styles</p> |
| <p>July 9. Organizational training; Motivation to work. Ch 7, Ch 8 (pp. 193-204). Supp'l articles: Baumann, 2011, Kleingeld, 2011. MIDTERM EXAM IN LAST HOUR (open note, covers Ch 1-7)</p> | <p>July 11. Motivation to work (cont.); Job attitudes & emotions. Ch 8 (pp. 204-214), Ch 9. Supp'l articles: Chi, 2011; Flynn, 2012. Activity: Conflict & decision making</p> |

July 16. Productive & counterproductive work behavior; Occupational health. **Ch 10, Ch 11 (pp.269-283)**. Supp'l article: Chiaburu, 2011. **Activity: Ergonomics**

July 23. Leadership & power; Organizational development. **Ch 13,14**. Supp'l articles: Greer, 2012; Oreg, 2011. (**Appendix** recommended for those interested in graduate school) **Activity: Resistance & persuasion**

July 18. Occupational health (cont.); Work in groups & teams. **Ch 11 (pp. 283-298), Ch 12**. Supp'l articles: Song, 2011, Bradley, 2012. **Activity: Systems approach**

July 25. Final exam (covers all assigned reading). **Term Papers Due. Course evaluation.**