

**Organizational Psychology**  
**PSY 369**  
**Spring 2013, MWF, 9:30 – 10:20pm**  
**HLSB 359**

**Instructor:** Dr. Joseph Allen  
**Office:** 318 HLSB  
**Email:** [josephallen1@creighton.edu](mailto:josephallen1@creighton.edu)  
**Website:** [www.drallenos.com](http://www.drallenos.com)  
**Office Hours:** 8:30am-9:30am MWF and other times by appointment

**COURSE DESCRIPTION**

**PSY 369. Organizational Psychology.** Application of psychological principles to group and organizational levels of analysis, with emphasis on work teams and business organizations. Topics include group dynamics, teams and empowerment, organizational culture and diversity, and organization development and change.

**REQUIRED TEXTBOOK**

The following text is **required** in this course:

Organizational Behavior: Essentials for Improving Performance and Commitment (Paperback - Jan 2009). By Jason A. Colquitt, Jeffery A. LePine, and Michael J. Wesson. 1st edition. Boston: McGraw-Hill Irwin.

**TA:** John Crowe, [johncrowe@creighton.edu](mailto:johncrowe@creighton.edu)  
**TA Office Hours:** TTh 10:00am-12:00pm in room 327 HLSB

**OBJECTIVES OF COURSE**

The objectives of the course are to develop a basic understanding of the theories and concepts of management and organizational psychology, demonstrate the ability to apply psychological theory and concepts to organizational problems, develop the basic interpersonal, analytical, critical thinking, teamwork and decision-making skills required of managers, and develop an awareness of current issues and trends in management and psychology.

**Tentative Schedule:** *Topics are subject to change.*

1/16	Welcome	
1/18	Overview of the course	Chapter 1
1/21	Performance and Commitment	Chapter 2
1/23	Performance and Commitment ( <b>Select Presentation Dates</b> )	Chapter 2
1/25	Job Satisfaction and Job Attitudes	Chapter 3
1/28	Job Satisfaction and Job Attitudes	Chapter 3
1/30	Stress	Chapter 4
2/1	Stress	Chapter 4
2/4	<b>Commitment/Job Satisfaction Presentations</b>	
2/6	Review for Exam	
2/8	<b>Exam 1</b>	
2/11	Motivation	Chapter 5
2/13	Motivation	Chapter 5
2/15	<b>Stress/Motivation Presentations</b>	

2/18	Ethics/ Justice	Chapter 6
2/20	Ethics/ Justice	Chapter 6
2/22	<b>Ethics/Justice Presentations</b>	
2/25	Decision making	Chapter 7
2/27	Decision making	Chapter 7
3/1	<b>Decision Making Presentations</b>	
3/4	Review for Exam	
3/6	<b>Exam 2</b>	
3/8	Personalities in the workplace	Chapter 8
3/11-3/15	<b>Spring Break</b>	
3/18	Personalities in the workplace	Chapter 8
3/20	Teamwork	Chapter 9
3/22	Teamwork	Chapter 9
3/25	<b>Personality/Teamwork Presentations</b>	
3/27	Leadership	Chapter 10
3/29-4/1	<b>Easter Break</b>	
4/3	Leadership	Chapter 10
4/5	<b>Leadership Presentations</b>	
4/8	Review for Exam	
4/10	<b>Exam 3</b>	
4/12	<b>No Class – SIOP Conference</b>	
4/15	Organizational Structure	Chapter 11
4/17	Organizational Structure	Chapter 11
4/19	<b>Organizational Structure Presentations</b>	
4/22	Organizational Culture	Chapter 12
4/24	Organizational Culture	Chapter 12
4/26	<b>Organizational Culture Presentations</b>	
4/29	<b>Leader/Manager Essay Due (Class Discussion)</b>	
5/1	Review for Exam	
5/3	<b>No Class – MPA Conference</b>	
5/10	<b>Exam 4 (Final Exam), 1:00-2:40pm</b>	

### Academic Honesty

Cheating by using other's work, or allowing others to use your work, is expressly forbidden. As stated in the Bulletin, Creighton's Policy on Academic Honesty does not allow "unauthorized collaboration or use of external information during examinations, plagiarizing or representing another's ideas as one's own...falsely obtaining, distributing, using, or receiving test materials," etc. Cheating during an exam or on a paper will result in an "F" (0 points) for the assignment, and may result in an "F" for the class. Cheating will also result in a formal report being filed with the university. Please see the college procedures at: <http://puffin.creighton.edu/ccas/policies/acadhonesty.html>

### Important Note

The schedule and procedures in this course are subject to change in the event of extenuating circumstances. If I need to cancel a class for a personal reason, I will send an email to your creighton.edu account and post a sign on the classroom door. If the weather is very bad, please call 280-5800 or watch the news to see if the university is open or closed. Please contact me if you need special consideration with regard to course deadline for serious illness or personal reasons. Such exceptions are extremely rare and appropriate documentation may be required (e.g. physician's note).

In the event of disruption of normal classroom activities due to some emergency (e.g. flu outbreak, etc.), the format for this course may be modified to enable completion of the course. In that even, you will be provided an addendum to this syllabus that will supersede this version.

Also, if distressing personal issues arise over the course of the semester. Full-time Creighton students are eligible for free services at the university counseling center. (phone 280-2735).

### **Grading (Exams, Paper, and Participation)**

There will be four exams this semester, worth 100 points each. These exams will typically be multiple-choice but may, at the instructor's discretion, also include short answer and essay questions. Exam material will be drawn from lectures, class discussions, the assigned readings, and any supplemental material delivered during the class. It is important to note that there will be material on the exams that comes from lectures and is not in the book. This means that in order for you to do well on the exams, regular class attendance is mandatory. Plus, content covered in readings, but not in the class, can be on the exam.

There is also one written assignment. This will be a 2-page essay. You will write about the type of leader/manager you want to become and ways you can develop yourself to move closer to that ideal. It would be graded based on clarity, thoughtfulness, and logic flow. This will be written in Times New Roman, double spaced, 12 point font, and with 1 inch margins. The paper is due at the beginning of class on the date specified on the tentative schedule. You should bring two copies to class. One copy will be for the instructor. You will use the other copy as part of a class discussion. Papers turned after the due date/time (i.e. after they are collected IN CLASS) will not be accepted for credit.

There is also one oral presentation assignment. This will be a 10 minute presentation (plus class discussion) on a contemporary research article (published since 2000) concerning a class topic. Each student must choose an article on their assigned topic from one of the following journals: *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, or *Journal of Business and Psychology*. To help you with finding articles for the assignment, a course guide is available through the library website (<http://ralresearch.creighton.edu/psy369>). Each article must be approved by the instructor and should be sent to the class at least two class periods before the presentation. This will allow each student an opportunity to read the article before the presentation. The presentation portion should include a synopsis of the article (e.g. introduction, methods, results, and discussion) as well as a summary of any meaningful implications for research and practice. The discussion portion should be a series of questions or discussion points centered on the topic, implications, and findings from the article.

Attendance and participation are extremely important for the success of this class. Although I do not take formal attendance, regular attendance is mandatory. This class requires active participation. Often, we will have groups discuss a case or participate in an exercise in class; if you miss the class, you miss the learning experience. I will keep track of documents associated with these class exercises and use those in the evaluation of the attendance/participation grade. In addition to this, 50 points of the 100 points for attendance/participation is based upon student participation in the presentation days. The details of this will be explained prior to the first set of presentations.

Your evaluation in the course will be based on a maximum possible 600 points:

Exam 1: 100 points

Exam 2: 100 points

Exam 3: 100 points

Exam 4: 100 points

Essay: 50 points

Article Presentations: 50 points

Attendance/Participation: 100 points  
Total: 600 points

Letter grades are assigned based percentage of total points:

90-100%: A

87-89% B+

80-86%: B

77-79% C+

70-76%: C

60-69%: D

Less than 60%: F

**Missed Exams and Late Work.** Make-up exams will only be conducted for students under extraordinary circumstances (e.g., medical emergencies). Late work will only be accepted for students under extraordinary circumstances (e.g. death in the family). All decisions regarding make-ups and late work, including what constitutes an ‘extraordinary circumstance’, fall completely under the discretion of the instructor. Furthermore, for your situation to be considered for a make-up, you must contact the instructor in advance (i.e., before the scheduled exam).

#### **Additional Information and Class Policies**

- Read quickly before and extensively after class. Read all material at least twice.
- Should you miss a class due to illness, employment responsibilities, personal or family emergency, business or athletic team travel, you are responsible for getting missed notes from a classmate. Insert classmate emails here: \_\_\_\_\_, \_\_\_\_\_.
- Arrive to class ON-TIME and prepared.
- If you are having any problems at all, PLEASE go to the office hours (both instructor and TA hours).
- No electronic devices (e.g. cell phones, laptops, MP3/Ipod players, etc.) on during class-time without permission from the instructor.
- *The cookie rule:* If your cell phone rings or you are caught texting during class, you are responsible for bringing cookies for the whole class the next time we meet! They are expected to be edible and preferably homemade.