

Organizational Psychology
Psychology 5325 Section 001 - Fall 2007
Tuesdays 5:30 - 8:20 pm
Room 424 Life Science Building (424 LS)

Instructor: Mark Frame, Ph.D.

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Office Hours: Tuesday 3:30 pm-5:30 pm or by appointment

Student Learning Outcomes

This course will cover a wide range of Organizational Psychology topics (such as: group processes, job design, motivation, leadership and organizational theories). The outcomes of this course are: a) students will be able to describe the theories of Organizational psychology, b) students will be able to identify the application of Organizational Psychology in today's workplace, and c) students will be able to explain how the research and theories of Organizational Psychology can help them create higher functioning organizations.

Each week we will discuss particular topics and/or issues in Organizational Psychology. The readings assigned for each week represent facets of the issues and/or topics: a) chapters or articles that cover the theories and concepts; b) chapters or articles that review the research methods used to investigate the topics or issues; and c) recent research on the topic or issue. This method will allow the student to develop a comprehensive understanding of Organizational Psychology. Students who successfully complete the course will understand the foundations of Organizational Psychology, the methods used to investigate Organizational Psychology, current issues and research in Organizational Psychology, and how to conduct and present research in Organizational Psychology.

Required Readings

Handbook of Research Methods in Industrial and Organizational Psychology Edited By: Steven Rogelberg
Published by: Blackwell Publishers Inc. ISBN: 0-631-22259-6 Copyright 2002

A list of supplemental readings has been selected to give the student a greater understanding of the content and the issues related to Organizational Psychology. The material on this reading list is required reading and will be incorporated into the course.

Class Participation

Class Participation includes: attendance, contributing to class discussions, "in class" exercises, or outside-of-class assignments. Class attendance and participation are mandatory. Psychology is all about human interactions. To learn psychology you have to interact and personalize it. If you have difficulty speaking up in class, come see me and we will work it out. You get a maximum of 150 points for coming to class asking questions, making comments, or taking an informed stand and disagreeing with me.

Research Article Discussions

Each week we will discuss issues and concepts related to Organizational Psychology. While the instructor may lecture if needed to clarify points or issues, the material will be covered via interactive discussions and debates. To ensure that students are well versed in the content of the assigned readings, each week each student will be required to orally answer one specific question regarding a research article or publication assigned for the week. Credit for answering these questions will count toward the student's final grade. To facilitate discussions, each week all students will be required to summarize and lead a discussion covering the articles assigned for the week. Credit for leading the discussion will count toward your final grade. Each student is required to provide typed and printed copies of the review to each member of the class. Electronic versions of these reviews will also be e-mailed to the professor. The review and

discussion should demonstrate an understanding of the assigned material and an integration of the concepts and ideas presented. Students will not receive credit for reviews and discussions that do not demonstrate a substantive understanding of the material. Reviews submitted late will not be accepted, and no credit will be given.

Communications

When communicating with faculty members and other professionals, all students are expected to communicate in a professional and formal manner regardless of the communications media (phone, e-mail, face-to-face, etc.). This includes addressing one's audience using their proper title, using proper grammar, and using proper spelling. Indeed, how one delivers a message is often as important as the message itself. Thus, I expect students to communicate professionally when sending e-mail communications to me (and to use grammar and spell-check functions before the e-mail is sent). Communications deemed inappropriate may not receive a response.

UT-Arlington provides all students with an official UT-Arlington electronic mail (e-mail) address. UT-Arlington and this instructor will use students' UT-Arlington e-mail accounts for official communication with students. All communications regarding this course will be sent to students' UT-Arlington e-mail accounts.

Assignments

There is an Individual Research Project assignment for this course. Individual Research Projects submitted late will not be accepted (Project is due on or before 5:00 pm CST, November 2, 2007)

The Individual Research Project should be written in a professional manner according to APA guidelines. You should use all of the resources at your disposal (working knowledge, real world experience, Internet, text, etc.) to support your arguments and explanations. Extra Credit will be assigned if the student submits their research article for publication before the end of the semester. Specific instructions regarding the Individual Research Project assignment will be provided in an attached supplement.

Library Information

Helen Hough is the Psychology Librarian. She can be reached at (817) 272-7429, and by email at hough@uta.edu. Students will also find useful research information for psychology at <http://library.uta.edu/>.

Class Attendance

Attendance is mandatory and promptness is expected. The instructor reserves the right to deny entrance into the class if students are late. The instructor also reserves the right to remove any student that disrupts the learning process. Attendance will be periodically monitored.

Students who drop this course must do so in accordance with the University of Texas at Arlington drop policy which can be found in the undergraduate catalog (<http://www.uta.edu/catalog/>).

The Office of the Vice President for Student Affairs provides lists of students who have absences authorized by the University (e.g., participation in athletic events or scholastic activities that are officially sponsored University functions. These are primarily activities that are funded by the University. The student must contact the instructor one week in advance of the excused absence and arrange with the instructor to make up missed work or missed examinations. Instructors will provide those students an opportunity to make up the work or otherwise adjust the grading to ensure that the student is not penalized for the absence. Failure to notify the instructor or failure to comply with the arrangements to make up the work will void the excused absence.

A student who misses an examination, work assignment or other project because of an observance of a religious holy day will be given the opportunity to complete the work missed within a reasonable time after the absence provided the student has properly notified the instructor. To meet the proper notification requirements, students must notify the instructor in writing of classes scheduled on the dates they will be absent in observance of a religious holy day.

Notification must be made within the first 15 class days and either personally delivered, acknowledged and dated by the instructor, or sent certified mail, return receipt requested. The student may not be penalized for these

excused absences, but the instructor may appropriately respond if the student fails to complete satisfactorily the missed assignment or examination within a reasonable amount of time after the excused absence.

A "religious holy day" means a holy day observed by a religion whose places of worship are exempt from property taxation under Section 11.20 of the Tax Code.

Americans with Disabilities Act (ADA)

If you are a student who requires accommodations in compliance with the ADA, please consult with the course instructor at the beginning of the semester. The University of Texas at Arlington is on record as being committed to both the spirit and letter of federal equal opportunity legislation; reference Public Law 92-112 - The Rehabilitation Act of 1973 as amended. With the passage of federal legislation entitled *Americans with Disabilities Act (ADA)*, pursuant to section 504 of the Rehabilitation Act, there is renewed focus on providing this population with the same opportunities enjoyed by all citizens.

As a faculty member, I am required by law to provide "reasonable accommodations" to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty of their need for accommodation and in providing authorized documentation through designated administrative channels. Information regarding specific diagnostic criteria and policies for obtaining academic accommodations can be found at www.uta.edu/disability. Also, you may visit the Office for Students with Disabilities in room 102 of University Hall or call them at (817) 272-3364.

Student Support Services

The University supports a variety of student success programs to help you connect with the University and achieve academic success. They include learning assistance, developmental education, advising and mentoring, admission and transition, and federally funded programs. Students requiring assistance academically, personally, or socially should contact the Office of Student Success Programs at 817-272-6107 for more information and appropriate referrals.

Academic Integrity

This instructor demands that students maintain high standards of academic integrity. Academic dishonesty is a completely unacceptable mode of conduct and will not be tolerated in any form at The University of Texas at Arlington. All persons involved in academic dishonesty will be disciplined in accordance with University regulations and procedures. Discipline may include suspension or expulsion from the University.

"Scholastic dishonesty includes but is not limited to cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts." (Regents' Rules and Regulations, Series 50101, Section 2.2)

Any student who is found to have committed ANY act of academic dishonesty or scholastic dishonesty in relation to the assignments and requirements of this course will automatically receive a failing grade for this course. The failing grade for the course will be in addition to any University or Departmental sanctions deemed appropriate.

Bomb Threats

If anyone is tempted to call in a bomb threat, be aware that UTA will attempt to trace the phone call and prosecute all responsible parties. Every effort will be made to avoid cancellation of presentations/tests caused by the bomb threat. Unannounced alternate sites will be available for these classes. Your instructor will make you aware of alternate class sites in the event that your classroom is not available.

Evaluation

Grading is based on a mastery model. There is NO curve. You may all get A's, you may all fail, or you may sort yourselves out across a normal distribution of grades. It depends on the time and effort you put in to mastering the material.

Grades for the course will be computed as follows:

Review/Discussion (10 points each)	150 Points
Individual Research Project (and presentation)	50 Points
Journal Submission of Individual Research Project	50 points

The course grades will be assigned as follows:

A	190 – 200 Points
B	180 – 189 Points
C	170 – 179 Points
D	160 – 169 Points
F	0 – 159 Points

Date	Topic	Rogelberg Chapters
08/28	Expectations, Research Project, Data, and Introduction to Org. Psych.	
09/04	Foundations of Org. Psych. and Background of Organizational Research	Chapter 1 and 2
09/11	Employee Values and Attitudes	Chapter 5 & 8
09/18	Personality and Emotions	Chapter 3
09/25	Job Satisfaction and Employee Opinions	Chapter 7
10/02	Counterproductive Behavior and Stress	
10/09	Organizational Power and Leadership	
10/16	Motivation	
10/23	Organizational Communication	Chapter 13
10/30	Organizational Structure and Work Design	Chapter 12
11/02	<i>Individual Research Project due by 5:00pm</i>	
11/06	Organizational Commitment	
11/13	Organizational Culture, Climate, and Change	Chapter 20
11/20	Organizational Diversity and HR Policies and Procedures	Chapter 11
11/27	Group Behavior; Work Teams	
12/04	Conflict and Negotiation	
12/11	Individual Research Project Presentations	
12/14	<i>End of Semester Proof of Submission Due</i>	