

Instructor: Dr. Jared Kenworthy (kenworthy@uta.edu)
Office & Hours: 525 LS, TUE 11:00 am – 12:00 pm; 3.30 pm – 4.00 pm, or by appointment
Telephone: 817-272-0746 (email is preferred; voicemail not answered)
Course location, time: LS 122, Tuesday and Thursday 2.00 – 3.20 pm

Course description: 3301. Psychology of Human Relations (3-0) 3 hours credit. Survey and application of psychological principles underlying the dynamics of interpersonal relationships in workplace settings. Topics include motivation, social influence, exchange theory, change and overcoming resistance to change, group processes, teamwork, leadership, conflict, commitment, prejudice and discrimination in multicultural settings, stress, and career choices.

Text: Seta, Paulus, & Baron: *Effective Human Relations: A Guide to People at Work*. 4th edition, Allyn & Bacon

Reserve Text: Jellison, J.: *Managing the dynamics of change: The fastest path to creating an engaged and productive workforce*. New York : McGraw-Hill, 2006. On **print reserve** at the Central Library: 2 hour check-out period.

Examinations and Grading:

EXAMS: There will be 4 multiple-choice examinations. Exam content will be a mix of lecture material and text material. You are required to take all 4 exams. If you miss an exam, a grade of zero will be given for that exam. The total of the 4 exams, converted to percentages, will constitute 90% of the course grade.

Exam scores will be posted to webct (<http://webct.uta.edu/>). It is your responsibility to compute a percentage for each score and convert it to a letter grade (see below) as the course progresses.

PAPER: Based on the Strong Interest Inventory (see schedule below), you will write a one-page summary of the results, and an analysis of (a) how it was or was not consistent with your expectations, and (b) how it has or has not helped you in your career decisions. This paper will be worth 10% of the final course grade, and will be evaluated on professionalism (organization, formatting, etc.) and clarity of exposition (logic, grammar, spelling, punctuation).

The paper will be evaluated on a PASS, POOR, or FAIL basis, and is worth 10% of the course grade. PASS will receive 10%; POOR will receive 5%, and FAIL will receive 0%.

The paper is due by 4:00 pm on May 1st, 2008. There will be no exceptions to this deadline, and missing the deadline will result in a score of zero for the paper. The paper must be turned in physically – no electronic copies will be accepted.

THE FINAL COURSE GRADE will be determined by dividing the total number of correct answers by the total number of questions asked from all exams. Grades will be determined as follows: A>88%, B: 87.9 – 78%, C: 77.9 – 68%, D: 67.9 – 58%, and F<57.9%.

If you are doing poorly in this course, do not wait until after the final exam to see me about doing better. It is your responsibility to verify with me that the percentages that you think you've earned are accurate.

If you are near the border of a grade boundary (e.g., between a B and an A), this is especially important. I will not make grade changes based on your failure to verify percentages before the final grades are issued.

****Note: Make-up exams** will only be given to those with University-approved excuses (see Catalog) or at the discretion of the instructor. Written documentation of a death in the family, personal illness, or accident will be required. Due to the large size of this class, individual make-up exam times will not be arranged. Rather, the class time on the final lecture day (May 1st) will be used to schedule all make-up exams. Make-up exams may differ substantially from the standard exams. For example, they are typically all written, rather than multiple-choice. Make-up exam format is at my discretion.

Student Learning Outcomes: Students will be able to describe and discuss the major motivational underpinnings of human social behavior as they apply in the workplace. Students will be able to recognize (and, when appropriate, resist) social influence techniques; they will be able to recognize tactics used in resistance to organizational change, and to counter them. In addition, they will demonstrate comprehension of social influence tactics by identifying novel instances. Students will identify and explain models of group behavior, group interaction, intergroup conflict, prosocial behavior, and interpersonal relationships. Students will describe key terms and concepts from experimental methods used in social psychological research.

Scholastic Dishonesty: It is the philosophy of The University of Texas at Arlington that academic dishonesty is a completely unacceptable mode of conduct and will not be tolerated in any form. 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, Part One, Chapter VI, Section 3, Subsection 3.2 Subdivision 3.22)

Americans With Disabilities Act: The University of Texas at Arlington is on record as being committed to both the spirit and letter of federal equal opportunity legislation; reference to Public Law 93112 – The Rehabilitation Act of 1973 as amended. With the passage of new 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 will happily provide, as required by law, “reasonable accommodation” to students with disabilities, so as not to discriminate on the basis of that disability. Student responsibility primarily rests with informing faculty at the beginning of the semester, and in providing authorized documentation through designated administrative channels.

Drop for Non-payment of Tuition: If you are dropped from this class for non-payment of tuition, you may secure an Enrollment Loan through the Bursar’s Office. You may not continue to attend class until your Enrollment Loan has been applied to outstanding tuition fees.

Student Success Programs: The University of Texas at Arlington 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, admissions 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.

Bomb Threat Policy: If anyone is tempted to call in a bomb threat, be aware that UTA has the technology to trace such phone calls. Every effort will be made to avoid cancellation of presentations/tests caused by bomb threats to the Business Building. Unannounced alternate sites will be available for these classes. If a student who has a class with a scheduled test or presentation arrives and the building has been closed due to a bomb threat, the student should immediately check for the alternate class site notice which will be posted on/near the main doors of the building. If the bomb threat is received while class is in session, your instructor will ask you to leave the building and reconvene at another location.

Psychology of Human Relations

Goals: The general course goal is to gain an understanding of some principles and guidelines to promote effective functioning in the workplace. Using a theoretical and research-based approach, students are expected to understand and apply the basic psychological processes underlying inter-personal and intra-organizational dynamics.

Lecture Schedule:

date	session	topics	read ahead
15 jan	1	Course overview + syllabus	-----
17 jan	2	What is 'human relations'? research methods	S, P, & B, chapter 1
22 jan	3	Social Perception / Impression management	S, P, & B, chapter 3
24 jan	4	Self and personality	S, P, & B, chapter 4
29 jan	5	Motivation	S, P, & B, chapter 5
31 jan	6	Communication	S, P, & B, chapter 6
5 feb	7	Persuasion	S, P, & B, chapter 7
7 feb	8	EXAM 1	Sessions 2 – 7
12 feb	9	Social influence / social power	Lecture
14 feb	10	Exchange theory and applications	Lecture
19 feb	11	Change and resistance to change; <i>"Managing the Dynamics of Change"</i>	S, P, & B, chapter 2; Jellison section 1
21 feb	12	<i>Dynamics of change</i>	Jellison, section 2
26 feb	13	<i>Dynamics of change</i>	Jellison, section 3
28 feb	14	Group processes and influences	S, P, & B, chapter 8
4 mar	15	Group processes, part 2	S, P, & B, chapter 8
6 mar	16	Teamwork and pro-social behavior	S, P, & B, chapter 9
11 mar	17	EXAM 2	Sessions 9-16
13 mar	18	Organizational and interpersonal conflict	S, P, & B, chapter 9
18 mar	19	SPRING BREAK	
20 mar	20	SPRING BREAK	
25 mar	21	Leadership	S, P, & B, chapter 10
27 mar	22	Work-related attitudes Must complete STRONG by today	S, P, & B, chapter 11
1 apr	23	Commitment and identification	S, P, & B, chapter 11
3 apr	24	Relationships at work	S, P, & B, chapter 12
8 apr	25	Sex, power, harassment	Lecture
10 apr	26	EXAM 3	Sessions 17-25
15 apr	27	Prejudice and discrimination	S, P, & B, chapter 13
17 apr	28	STRONG INVENTORY ASSESSMENT	Lecture
22 apr	29	Stress	S, P, & B, chapter 14
24 apr	30	Stress and Burnout	Lecture
29 apr	31	Career choices Paper due: 4:00 pm	S, P, & B, chapter 15
01 may	32	Make-up exam day Final Exam	No class make-up exams only
06 may	33	Tuesday, May 6th: 2.00 – 4.30 pm http://www3.uta.edu/registrar/FinalSpring2008.asp	Sessions 29-31

This schedule subject to change according to unforeseen circumstances