



COURSE TITLE BLACKBOARD SITE	PSY 3323 Organizational Psychology Spring 2009 http://my.ltu.edu and select CRN 3858 or 4063
INSTRUCTOR	Faculty Name: Sandy Dennis, MA, LLP Contact Information: Cell Phone: 248-318-2733 sdennis@ltu.edu Wednesday 10:00am – 1:00pm via Cell Phone: 248-318-2733 or by appointment via Wimba Live Classroom
SCHEDULE	Starting and ending dates: Monday, January 12, 2009 to Friday, May 8, 2009 See http://www.ltu.edu/registrar_office/calendar_final_exam.index.asp for LTU academic calendar information.
LEVEL/ HOURS PREREQUISITE	3 credit hours
REQUIRED TEXT (See Blackboard for additional resources)	Muchinsky, P.M. (2009) <i>Psychology Applied to Work</i> (9 th edition). Summerfield, NC: Hypergraphic Press, Inc. Available online at: http://hypergraphicpress.com/ I will also be assigning readings from relevant peer reviewed journals available through LTU's library system. Most will be available on-line.
ADDITIONAL RESOURCES	LTU Online student resources: http://www.ltu.edu/ltuonline/currentonline.asp
TECHNICAL SUPPORT	Technical support for using Blackboard is provided by VITRC, 248.204.3750 or vitr@ltu.edu

COURSE SCHEDULE

This fully online course begins with an online course orientation week to familiarize yourself with the online learning environment, the course materials, and to meet online or via the phone with your instructor. Each week starts on a Monday and ends on a Sunday.

Dates	Modules	Topics / Readings	Assignments
Jan 12 – Jan 18	Module 0	Overview of textbook Online Learning Orientation Course Orientation Wimba Live Classroom Orientation	Course orientation Peer introduction Instructor conversation
Jan 19 – Jan 25	Module 1	Chapter 1: History of I/O Psychology	Test on Course Syllabus Discussion Board Forums Reflective Essay
Jan 26 – Feb 1	Module 2	Chapter 2: Research Methods	Test on Chapter 1 Discussion Board Forums Reflective Essay

Dates	Modules	Topics / Readings	Assignments
Feb 2 – Feb 8	Module 3	Chapter 3: Criteria: Standards for Decision Making	Test on Chapter 2 Discussion Board Forums Reflective Essay
Feb 9 – Feb 15	Module 4	Chapter 4: Predictors: Psychological Assessments	Test on Chapter 3 Discussion Board Forums Reflective Essay
Feb 16 – Feb 22	Module 5	Chapter 5: Personnel Decisions	Test on Chapter 4 Discussion Board Forums Reflective Essay
Feb 23 – Mar 1	Module 6	Chapter 6: Organizational Learning	Test on Chapter 5 Discussion Board Forums Reflective Essay
Mar 2 – Mar 8	Module 7	Chapter 7: Performance Management	Test on Chapter 6 Discussion Board Forums Reflective Essay <i>Chapter 6 Case Study</i> <i>“Yet Again”</i>
Mid-Semester Break Mar 9 – Mar 15 No Classes			
Mar 16 – Mar 22	Module 8	Chapter 8: Organizations and Organizational Change	Test on Chapter 7 Discussion Board Forums Reflective Essay
Mar 23 – Mar 29	Module 9	Chapter 9: Teams and Teamwork	Test on Chapter 8 Discussion Board Forums Reflective Essay <i>Chapter 8 Case Study</i> <i>“The Relative Value of Frogs vs. Grass”</i>
Mar 30 – Apr 5	Module 10	Chapter 10: Organizational Attitudes and Behavior	Test on Chapter 9 Discussion Board Forums Reflective Essay <i>Chapter 9 Case Study</i> <i>“The Grenoble Marketing Company”</i>
Apr 6 – Apr 12	Module 11	Chapter 11: Occupational Health	Test on Chapter 10 Discussion Board Forums Reflective Essay
Apr 13 – Apr 19	Module 12	Chapter 12: Work Motivation	Test on Chapter 11 Discussion Board Forums Reflective Essay
Apr 20 – Apr 26	Module 13	Chapter 13: Leadership	Test on Chapter 12 Discussion Board Forums Reflective Essay
Apr 27 – May 2	Module 14	Chapter 14: Union Management Relations	Test on Chapter 13 Discussion Board Forums Reflective Essay
Week of May 3 – May 9	Final Exam Week	Course Summary End of Course	Test on Chapter 14 Research Paper Due

STUDENT EVALUATION

The course has 1000 points available. Letter grades are awarded based on the total number of points achieved. Points will be deducted for late assignments. Late assignments up to one week will receive 50% credit, and after one week they will receive zero (0) credit.

Assignments	Points
Module Tests (14 @ 15 points)	210
Blackboard Discussion Board Forum Participation (14 @ 30 points plus 20 points for Module 0 "Introducing Yourself")	440
Reflective Essay (14 @ 5 points)	70
Research Paper	100
Case Analysis (3 @ 60 points)	180
Total Points	1000

Class Points	Letter Grade
96 and above	A
90 – 95	A-
87 – 89	B+
83 – 86	B
80 – 82	B-
77 – 79	C+
73 – 76	C
70 – 72	C-
61 – 69	D
60 and below	E

EDUCATIONAL GOALS

This course will provide you with an introduction to the study of human behavior at work. More specifically, this is a course that examines the science, methods and practice of Organizational Psychology. You will be exposed to the ways in which psychological principles are used to describe, understand and predict how individuals and groups behave in organizations and how this knowledge can be applied to enhance the effectiveness of the workplace. The goals of this course will be achieved through three (3) learning activities:

- A) Building the Foundation – Reviewing the major content areas of the field of Organizational Psychology.
- B) Research in Action – Discussing current research articles and how they contribute to the major content areas of the field.
- C) Practice – Applying theories or principles from the major content areas of the field to address practical work situations through the course paper (i.e., literature review) and class readings.

STUDENT LEARNING OBJECTIVES / OUTCOMES

By the end of the semester you should be able to:

- Describe the field of Industrial/Organizational Psychology and the types of work I/O psychologists perform.
- Explain various methods of research and the situations in which they are appropriate.
- Make recommendations as to how managers should apply various motivational theories in the workplace to increase employee productivity.
- Compare and contrast the various theories of job satisfaction.
- Compare and contrast various theories of leadership.
- Discuss group processes.
- Describe the elements of organizational structure.
- Discuss the influence of culture on organizational outcomes.

These objectives will be evaluated via assignments, discussion forums, quizzes, research and other methods throughout the course.

INSTRUCTIONAL METHODS AND COURSE ORGANIZATION

A variety of instructional methodologies are used in this course.

Blackboard Learning Environment – Blackboard <http://my.ltu.edu/> contains the syllabus, all assignments, reading materials, streaming videos, narrated PowerPoint lectures, written lecture notes, chapter quizzes, links to web resources and discussion forums. You will submit all assignments via Blackboard and are expected to participate regularly in discussion topics. Please take time to familiarize yourself with the organization of the Blackboard site. You will want to check the site frequently for announcements to remind you of course changes, new resources and upcoming assignments.

Required Reading – Textbook chapters should be read according to the schedule outlined in the syllabus. Chapters will be discussed online.

Publisher Web Site – A publisher web site at <http://hypergraphicpress.com> includes instructional materials, PowerPoint slides, case studies, application exercises, and practice quizzes. You should make use of as many of these resources as you need to be successful.

CLASS POLICIES AND EXPECTATIONS

I plan to offer you a valuable learning experience, and expect us to work together to achieve this goal. Here are some general expectations regarding this course:

Each student has a LTU email account. If you wish to use a different email address for this course, please **change your email address in Blackboard under “Blackboard Tools”, then “Personal Information”** and send an email to me so I can store your address in my email directory.

Readings, discussion forum participation, and written assignments must be completed according to the class schedule. If business travel will take you away from regular participation, please clear the dates with me in advance.

It is essential that all students actively contribute to the course objectives through their experiences and working knowledge.

All assignments must be submitted on schedule, via Blackboard, and using Microsoft Office compatible software. If you need to submit an assignment via email, contact the instructor in advance. Assignments are due at the beginning of class typed in 12pt. font and double spaced. Assignments turned in one week late will receive 50% credit and after one week, no credit.

Assignments must be completed to an adequate standard to obtain a passing grade. Requirements for each assignment are detailed in this syllabus.

Be prepared to log into Blackboard at least once each day. Please focus your online correspondence within the appropriate Blackboard discussion forums so that your colleagues can learn from you.

At midterm and at the end of the course, you will be invited to participate in a University evaluation of this course. Your feedback is important to the University, to LTU Online, and to me as an instructor, and I encourage you to participate in the evaluation process.

It is important for you as students to know what to expect from me as your instructor:

- I will be available via email and phone. I will promptly reply to your messages.
- I will be available for face-to-face or Wimba Live Classroom appointments as requested.
- I will maintain the Blackboard website with current materials.
- I will resolve any content related problems on Blackboard promptly as they are reported to me.
- I will return all assignments to you promptly and will include individualized comments and/or suggestions with each assignment.
- I will hold our personal written or verbal communications in confidence. I will not post any of your assignments for viewing by the class without requesting your approval in advance.
- I will treat all members of the class fairly and with respect.
- I will do my best to accommodate individual learning styles and special needs.
- If any of these points need clarification, or when special circumstances arise that require my assistance, please contact me so that we can discuss the matter personally.

PRACTICAL GUIDELINES FOR CLASS LOAD EXPECTATIONS

A three-credit course generally requires at least nine hours per week of time commitment. Here are some practical guidelines to help schedule your time commitments for this online course:

- A 14-week semester (the Summer semester is compressed into 10 weeks) would require at least 126 hours of time commitment to successfully complete all readings, activities, assignments, and texts as described in this syllabus.
- You should reserve at least 6 hours per week to read the required textbook chapters and resources, participate in online discussions, review presentation materials, and work through online quizzes. This effort will total at least 84 hours over the course of the semester.
- You should organize your remaining time to roughly correspond with the point value of each major assignment. This means that you should plan to spend at least:
 - 8-9 hours preparing your case study review;
 - 24-40 hours working with your group on the three parts of your semester-long project;
 - 8-9 hours working on the various components of your reflective consolidation (final exam).

These guidelines may not reflect the actual amount of outside time that you – as a unique individual with your own learning style – will need to complete the course requirements. The number of hours each week will vary based on assignment due dates, so please plan ahead to insure that you schedule your academic, work, and personal time effectively. The following graphic can be used to guide you in planning your weekly course work to remain on schedule:

Online Learning Schedule						
MON	TUES	WED	THU	FRI	SAT	SUN
Read Textbook Chapter						
		Take Online Chapter Quiz				
		Participate in Weekly Blackboard Discussions				
Individual and Group Project Work - Coordinate With Colleagues						
Instructor Communication - As Needed						

ASSIGNMENT DETAILS

Course assignments and evaluation criteria are detailed below. Please review these requirements carefully. See the section Academic Resources / Assessment Guidelines for information about assessment of written and oral presentations.

Details for all assignments are shown below. Please note that you should not submit any assignments to the Blackboard “Digital Drop Box.” All assignments are submitted using the Blackboard “Assignments” or “SafeAssign” function. Some assignments are also posted to the Blackboard Discussion Forum for student comments.

Module Quizzes

All quizzes are open book and may be a mix of short essay, short answer, multiple choice and true/false. All material covered in the chapter, discussion forums, lecture slides and additional readings may be included on the quiz. Quizzes will be delivered via the university Blackboard course management shell for this course.

Students are given only one (1) opportunity to take the quiz. Once the quiz has begun, it must be completed in its entirety. Students are strongly urged to read the text thoroughly before sitting for the quiz. If you do not, the allotted time will not be enough for successful completion.

Each weekly quiz will be available from Monday morning (9:00am) until Sunday night (11:55pm) E.T. You must complete the quiz in the allocated time. Failure to do so will result in “0” points for that quiz. There will be no make-up quizzes without prior arrangements.

Extra Credit

There will be no extra credit available for this course.

Blackboard Participation

Blackboard participation will be extremely important in this class. Participation points will be broken down as follows:

Required Number of Weekly Posts for each Assigned Module:

- On Monday you will pose two (2) questions per weekly module that pertain to the current chapter. The questions can be directly related to the chapter, other readings related to the chapter or events that are from your work or school experience related to the chapter. Ten (10) points are possible.
- Beginning Tuesday you will respond to four (4) of your classmates questions. Twenty (20) points are possible.
- Postings after 11:55 pm on Sunday will not be given credit.

Points will be awarded based on the number of posts and for quality of the question and response. In order to receive credit, your posts need to be well thought out, make a valid contribution/argument and be respectful.

Postings are rated as follows:

- High Original thoughts not already contained in the threaded discussion.
Agreement/disagreement with other postings and including a strong reason why you are taking this position.
- Fair Some original thoughts/some repeat of what has already been listed in the threaded discussion.
- Weak I agree/disagree with no reason/explanation.

Research Paper

Due the week of May 3 and no later than May 9, Saturday

Research is one of the most important aspects of I/O Psychology.

- You are required to choose one topic from Organizational Psychology.
- Then research two (2) peer reviewed articles that have topics that fall under the topic you have chosen from Organizational Psychology.
- You can do this through the [library system at LTU](#) using a database such as [PsycINFO](#).
- Try to choose research articles that hold interest for you and add value to the workplace.
- Try to choose recently written articles (since 1990). This is not a requirement, but if not possible it should be cleared with me.
- Do not choose articles based on length. Often short articles are the most difficult to research.

After you have the two (2) articles, summarize them. Your paper should include:

- Background – Why the author(s) conducted the study
- Hypothesis-What is the author trying to prove
- Participants
- What did they do – the type of research method used
- What did they find – the results
- How could this be applied to the working world?
- Your reactions to the research

Approved Journals:

- Journal of Applied Psychology
- Journal of Organizational Behavior
- Journal of Vocational Behavior
- Leadership Quarterly
- Organizational Behavior and Human Decision Processes
- Organizational Research Methods
- Personnel Psychology

Note: If you find an empirical article from a journal not included in the above list, (e.g., Academy of Management Journal, Administrative Science Quarterly, Journal of Occupational and Organizational Psychology), please approve it with me. I will need to see a copy of the article for approval.

Reflective Essays

Write a reflection minimum of 250 word essay on an aspect of Organizational Psychology that you were aware of this module. Specifically, write a reflection essay on an event that you have heard or read in the news, or a business practice that you have read in a book, or finally, any event related to Organizational Psychology from your personal experience. The topic should be related to the chapter we are studying during the week of the reflection, and citations must be made if taken from media or the book. Therefore, do not plagiarize. Random reflection essays will be checked for plagiarism with SafeAssign, and if you

have been found to plagiarize, you are in jeopardy of failing the course. Please refer to the academic policy on plagiarism available here: http://ltu.edu/arts_sciences/humanities_ss_comm/plagiarism.asp
Reflections are due by the end of the week they are assigned, and late reflections will not be accepted.

Why do I have to write a reflection essay?

1. Reflection essays are a way for you to develop your own ideas and thoughts on topics we read about and discuss. It helps you build your critical thinking skills.
2. Writing on a weekly basis will help you improve your writing skills.
3. Reflection essays may serve as a basis for discussions.

How is the reflection essay scored?

The reflection essay is worth a total of 5 points:
1-point for relevance to sensation and perception.
1-point for describing the context.
1-point for describing the stimulus.
1-point for grammar and spelling.
1-point for instructor subjectivity.

The reflection essay is due before the following Tuesday. *Late essays will receive 0 points.*

Midterm and Final

The weekly quizzes will replace the midterm exam. The research paper will replace the traditional final exam.

Case Analysis

At the end of each chapter you will find case analyses that involve applying what you have learned within the chapter to a realistic work situation. You are assigned 3 case analyses throughout the semester. You are to summarize the case in a couple of paragraphs and then answer the questions at the end. The questions should be answered in essay format. This means that you should take more than three or four sentences to answer them.

Extra Credit

There will be no extra credit available.

SYLLABUS ADDENDA

Please see the LTU Online "Current Students" web site <http://www.ltu.edu/ltuonline/currentonline.asp> for comprehensive information about Lawrence Tech's academic services, library services, student services, and academic integrity standards. The content of this web site is explicitly included as syllabus requirements.

The LTU Online "Current Students" web site also includes grading rubrics used by your instructor to evaluate written assignments, discussion forum participation, and group assignments. Please note that the SafeAssign anti-plagiarism product will be used for written assignments submitted for this course. Please see the instructions included on the LTU Online web site regarding the use of the SafeAssign product.