

Applied Social Psychology—PSY D15 (Organizational Behaviour)

Course Outline

Class Meets: Wednesdays, 12-2 p.m. (Classroom BV260)

Instructor: Anna Nagy (a.nagy@utoronto.ca)

(Office Hours: Wednesdays from 2-3 pm in Room S418C)

Web page: intranet

*******Please check the Psy D15 Intranet page on a regular basis for both course readings and important announcements*******

Course Description: This section of Psy D15 will be a seminar in applied Social Psychology. We will survey contemporary research issues on the group and institutional factors that influence individual behaviour within organizations. Topics include stress, health, organizational culture, ethics, motivation, leadership, communication, group processes and teamwork. This class will be interactive—discussion and participation are encouraged and expected ☺!

Course Readings: Basic course readings or library links will be posted on the intranet weekly. We will read original research articles and book chapters, and will not be using a textbook. Please make sure that you come to class prepared to discuss the articles and to participate in planned activities. This is a seminar class, and therefore, reading BEFORE class is a must.

Learning Objectives: Upon completion of this course (includes class attendance, readings, and assignments), students will be competent in the description and critical application of introductory applied social psychology research and theory in Organizational Behaviour. More specifically, students will identify and explore the group and institutional factors that may influence individual behaviour within an organization, and describe how some of these factors may affect psychological well-being and overall health. Students will also acquire valuable writing and verbal communication skills.

Grading: Your final grade will be based on a written assignment (30%), a classroom presentation (20%), a final examination (35%), and weekly participation (15%). The final exam will consist of two long essay questions; possible topics will be announced ahead of time so that you may adequately prepare. The date for the final examination will be arranged by the Registrar and announced during the term.

Assignment: The assignment will consist of a 12-15 page research essay on a topic of your choice. The starting point of the paper should be based on a newspaper or magazine article that addresses some aspect of organizational behaviour. The article may report a new study or may discuss issues of interest in or around the work place. Your task is to research the topic more fully, and to write a paper that contains a valid argument relating to the issue of interest. The paper must include at least ten references; all must be peer-reviewed journal articles. You may include additional references that are books, newspapers, or review papers. The format of the paper should conform to APA style. A detailed overview of the marking scheme and requirements for the paper will be posted on the course webpage closer to the deadline. This information is detailed and will be a helpful reference. It is expected that assignments will be handed in on the due date, unless prior appropriate arrangements have been made with your instructor. Late assignments will result in a loss of 4% of the total score for the paper per day. In other words, please hand them in on time☺!

Group Presentation: Students will be expected to participate in one group presentation, with 2 classmates. This is an opportunity to be creative and to have some fun, as well as to improve your presentation skills! Students will select a topic relevant to organizational behaviour, and present a brief summary of the weekly course readings, as well as findings from at least one additional empirical article (within the last 5 years). Please remember that you are only required to briefly go over the articles—your classmates will have read the material. Your task is to engage your classmates in discussion. For example, you may want to prepare a set of discussion questions ahead of time, and introduce appropriate and relevant real-life examples. The presentation will run the length of the class, and may include interactive components that demonstrate an application of the concepts. You may use audio-visual material, debates, games, group-work, or other creative endeavours to make the material more interesting. Please check with your instructor a week prior to your presentation for additional help and resources. More information will be provided once classes begin.

Lecture Notes: Much of the material will be presented in the form of interactive class exercises and discussions, so attendance is important to do well in this course. Please read the corresponding assigned readings prior to class each week.

Office Hours: See above for hours and location. If you have any questions, or are having difficulty with the course material, please come and see me during office hours. You may also e-mail me with any questions.

Good luck and welcome to Psy D15!!

Seminar Schedule

(Please note that this schedule is tentative and subject to change)

Date	Topic
Jan. 10	Introduction
Jan. 17	Stress and Burnout
Jan. 24	Social Support (People Centered Workplaces); Ethics
Jan. 31	The Organization; Organizational Justice, Politics/Harassment
Feb. 7	Organizational Culture & Socialization
Feb. 14	Leadership & Decision Making
Feb. 21	Reading week—no class!
Feb. 28	Communication
Mar. 7	Attitudes (e.g. cultural differences), Values, & Job Satisfaction
Mar. 14	Social Perception & Attributions (Social cognition, perceptions, stereotypes, self-fulfilling prophecies, etc.)
Mar. 21	Motivation
Mar. 28	Group Dynamics; Teams and Teamwork
April 5	Conflict and Negotiation (e.g. functional/dysfunctional; incivility; intergroup; cross-cultural)

Paper is due on April 5!!!

(Final exam period: April 14-May 1)