

PSYCHOLOGY 434,,4 "  
 ORGANIZATIONAL PSYCHOLOGY  
 CHAMINADE UNIVERSITY OF HONOLULU

INSTRUCTOR: Ronnie Mulford  
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 SEMESTER: FALL, 1999

### COURSE OUTLINE

#### I. DESCRIPTION:

Organizational Psychology is the subfield of Psychology that studies the world of work, especially in industrial and commercial settings. Areas covered include job morale, organizational effectiveness, job market change, trends and growth. Attention will be given to the study and current research data and findings on human behavior in organizations at the individual and group level, including the effects of organizational structure on behavior. Prerequisite: Psy 101.

Because the typical Chaminade classroom holds individuals of different cultural and social backgrounds, learning styles and interests, a variety of teaching/learning methods will be used, including classroom participation, issues clarification, group discussions, lectures, and audio-visuals.

#### II. COURSE OBJECTIVES:

The student will-

1. Develop an understanding of the field of Organizational Psychology and organizational behavior.
2. Be able to define and explain the biographical and personality characteristics that impact both the worker and the job market.
3. Be able to discuss the effects of perception, decision-making, motivation, learning, ethics, current job market trends and cultural diversity in relation to organizational behavior on the local, national and international level.
4. Understand the importance of research within Organizational Psychology.
5. Look at the dynamics and impact of individual and group behavior within organizations.
6. Examine the various types of organizational structures and be aware of their impact on behavior.
7. Understand the human element in regards to recruitment, productivity, absenteeism, turnover, retention, and job satisfaction.
8. Explore the design of formal organizations in terms of selection processes, training programs, performance appraisal methods, human resource policies, technology, and human resources.
9. Look at the role of Power, politics, conflict, negotiation and cultural values in relation to business policies and practices.
10. Develop a sensitivity to current issues and trends in Organizational Psychology.

III. COURSE REQUIREMENTS:

	GRADE VALUE: Points
Attendance and Participation .....	40
Tests:	
Class Quizzes (6).....	30
Final Exam .....	
Papers:	
Book/Movie Reviews (2).....	30
Holland Personality Mosaic .....	
Special Project .....	45
	TOTAL 200

NOTE: Attendance and participation at ALL sessions is expected. Both the attendance and participation will affect a grade. An incomplete grade (I) from the course will be consigned only under exceptional circumstances.

IV. EXPLANATION OF COURSE REQUIREMENTS:

Attendance and Participation - 40 points

Because this is an accelerated class, every absence constitutes a major loss of data and ability to participate in class activities. There is NO exception for absences. Each four hour class is worth four attendance and participation points, one point per attendance hour. (If you arrive late or intend to leave early, be sure to inform the Instructor so you receive correct attendance points instead of a four point absence. Students who leave early without informing the Instructor will be considered absent.)

Class Quizzes (6) 5 points each - 30 points Total

Each quiz is comprised of five to six questions as a brief review of the previous week's information and materials. They require the student to gather, reflect on, and integrate the subject matter and materials in an insightful and scholarly manner. The six quizzes also serve as a comprehensive study guide for the Final Exam.

Final Exam - 50 points

The Final Exam will be administered on Week 10 to determine the general understanding and retention of course content. There will be NO make-up exam offered.

Book/Movie Reviews (2) 15 points each - 30 points Total

Students will pick two books or movies, or combination, from the list provided, and review them from an organizational standpoint, discussing the power/politics structure, organizational structure, issues in terms of gender, social class, cultural values, etc., as reflected against the backdrop of time and location. Each paper will be at least 2 full pages long, typed and double-spaced.

## Holland Personality Mosaic -5 points

This trait and factor assessment model is presented and discussed in Chapter 2 of the text. It is a good indicator of personality traits in regards to the world of work, although fallible. It will be supplied in class and results will be discussed and analyzed in a generic manner. (The MBTI Short Form may also be presented and discussed.)

## Special\_Project\_- 45 points

Each student will select ONE organization, Agency, etc., and will interview three members of that organization or agency; One interview will be with someone on the administrative level, such as a President, Executive Officer, Director or Administrator. One interview will be with a manager, coordinator or other mid-management level position. One interview will be with a regular employee on the job-entry or lower end of the power and wage structure. Compare and contrast how the Employer, Manager and Employee view the following areas:

1. Their role and function in the organization, including length of employment in their current role.
2. Their perception of the impact their role and function makes on the organization.
3. The impact the organization and their role and function makes on their behavior, and their life in general.
4. Their view of the importance/impact the organization makes on the community both locally and "abroad".
5. Their perception of the effectiveness and efficiency of the organization and their sense of pride or job satisfaction in the product or service being rendered.
6. The greatest strength and the greatest weakness of the organization.

The three interviews will be written up, analyzed, compared and contrasted in a minimum 5 page, typed and double-spaced paper. Pages will be paginated, and there will be a Summary and Conclusion at the end of the paper reflecting the student's own insights from the results.

## V. GRADING SYSTEM:

The total point value of assignments and participation is 200. Letter grades are based on the following points system:

180 - 200	A
160 - 179	B
140 - 159	C
120 - 139	D
Below 120	F

COURSE TEXT: ORGANIZATIONAL BEHAVIOR - Concepts, Controversies, Applications; Stephen P. Robbins; 8th Ed., 1998. Prentice Hall, Inc. (A Simon and Schuster Company)

## SYLLABUS

Organizational psychology FALL, 1999

- Week 1 Course Introduction and Requirements  
Survey of the Textbook  
Chapter 1: What is Organizational Behavior?  
Chapter 2: Foundations of Individual Behavior  
Complete Holland Personality Mosaic and bring to class Week 2
- Week 2 Go over Holland Personality Mosaic results  
Chapter 3: Perception and Individual Decision-Making  
Chapter 4: Values, Attitudes, and Job Satisfaction
- Week 3 QUIZ #1 - Chapters 1, 2, 3  
Chapter 5: Basic Motivation Concepts  
Chapter 6: Motivation: From Concepts to Applications  
1st Book/Movie Review due next week
- Week 4 QUIZ #2 - Chapters 4, 5, 6  
Turn in Book/Movie Reviews  
Chapter 7: Foundations of Group Behavior  
Chapter 8: Understanding Work Teams
- Week 5 QUIZ #3 - Chapters 7 and 8  
Chapter 9: Communication  
Chapter 10: Leadership  
2nd Book/Movie Review due next week
- Week 6 QUIZ #4 - Chapters 9 and 10  
Turn in Book/Movie Reviews  
Chapter 11: Power and Politics  
Chapter 12: Conflict, Negotiation, and Intergroup Behavior
- Week 7 QUIZ #5 - Chapters 11 and 12  
Chapter 13: Foundations of Organization Structure  
Chapter 14: Work Design  
Special Project Papers due next week
- Week 8 QUIZ #6 - Chapters 13 and 14  
Turn in Special Project Papers  
Chapter 15: Human Resource Policies and Practice  
Chapter 16: Organizational Culture
- Week 9 LAST DAY TO TURN IN ANY LATE ASSIGNMENTS OR REWRITES  
Chapter 17: Organizational Change and Development  
Student presentations/discussions of Special Project  
Review for Final Exam
- Week 10 FINAL EXAM

NOTE: Syllabus may be adjusted to meet the needs of the class.