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OCHAMINADE UNIVERSITY
PSY 431 - ORGANIZATIONAL PSYCHOLOGY
2000 EVENING SESSION

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Instructor: Sherman A. Lee; M.S.
Time: Mondays 5:30-9:40 PM
Office Hours: By appointment
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Text: Robbins, S. P. (1998) *Organizational Behavior*, (9 Edition), New Jersey: Prentice-Hall, Inc.

Course Description:

This course will explore a subfield of psychology that deals with work in industrial and commercial settings. Through readings, active participation, discussion, videos, and lectures will this exciting field of organizational psychology be explored. The domains that will be surveyed include such areas as job satisfaction, group behavior, organizational structure, organizational culture, change management, workplace politics, etc.... These topics require an analysis from the perspective of the individual, the group, the organizational system, and the organizational dynamics.

Course Objectives:

1. To have a broad understanding of the major domains and theories of organizational psychology.
2. To become familiar with the basic concepts and terms of organizational psychology.
3. To develop critical thinking skills and an understanding of the scientific method as it is applied to organizational psychology.
4. To appreciate the value of organizational psychology and its applications to daily life.

Course Requirements:

+ 10 Assignments (10 points each)	100	points (501)
• Mid-term Exam	25	points (12.50)
a Final Exams	75	points (37.50)
Total Points	- 200	points (1000)

Grade Scale:

A (90 - 100%)	=	179-200 points
B (80 - 89%)	=	159-178 points
C (70 - 79%)	=	139-158 points
D (60 - 69%)	=	119-138 points
F (59% & under)	=	137 points and below

Exams:

There will be 2 exams scheduled throughout the semester. The mid-term exam will consist of multiple choice, matching, short answer, and essay questions. The mid-term exam will cover all material covered up to that point. The material covered includes class lectures, exercises/activities, assignments, readings, and video information. The final exam is comprehensive and will be discussed in class.

Assignments:

There will be 10 assignments given throughout the semester. Some assignments will be done in class, while some will be done outside of class. The instructions, expectations, and Q&As will be given in class. Due dates are listed below. To earn a 10/10 (perfect score) on a written assignment, it must: be free of grammar and format errors; report accurate, organized, and detailed information; show evidence of analysis, reflection, and deep insight into the subject or topic area.

Philosophy:

Psychology 434 is an upper-level college course and will be treated as such. Therefore, it is the student's responsibility to obtain lecture notes and/or assignments from their classmates if they miss class. However, there will be no make-up exams. A missed exam will receive a score of zero. In addition, late assignments will not be accepted. As you can see there is a heavy emphasis in this class to stay on top of the material. The exams and assignments should reflect the quality of your *effort*.

Because this course is accelerated you will be required to do a lot of work in a small span of time. My advice is to take good notes and compare them with your classmates. Participation in the activities and discussions are crucial to your understanding of the material and will also help you on your exams. You should already know by now that attending each class prepared is in your best interest. With that said, let's have some fun!

Tentative Course/Reading Schedule:

Class Date	Topic(s)	Readings	Assignments Due
1/10	Administrative Talk		
1/17	HOLIDAY-No Class!		
1/24	Introduction, Foundation of individual behavior, & Perception and individual decision making.	Ch. 1, Ch.2, & Ch 3	#1 & #2
1/31	Values, attitudes, and job satisfaction, Basic motivation concepts, & <u>Applications</u>	ChA, Ch.5, & Ch.6	#3 & #4
2/7	Foundation of group behavior, Understanding work teams, & Communication	Ch.7, Ch.8, & Ch.9	#5 & #6
2/14	Mid-term Exam (Ch.1-9) & Leadership	Ch.10	
2/21	HOLIDAY-No Class!		
2/28	Power and politics, Conflict, negotiation, and intergroup behavior, Foundations of <u>org.</u> structure, & <u>Work design</u>	Ch. 11, Ch. 12, & Ch. 13, & Ch. 14	#7 & #8
3/6	Human resource policies and practices, Organizational culture, & <u>Organizational change</u> and <u>stress management</u>	Ch. 15, Ch. 16, & Ch. 17	#9 & #10
3/13	Final Exam		
3/20	Wrap-up-Last Day <i>of</i> Class!		