Psychology 334 (A01)
Organizational Psychology
CRN: 22603
Session: Spring 2018

Class Time and Location
   Mondays, Wednesdays & Thursdays, 2:30 to 3:20 in Cornett B108

Professor
   Dr. Jim Gibson (Office – Cornett A214)

Office Hours
   TBA

Teaching Assistant
   Devan Kronisch Devan_Kronisch@gmx.com

Contacting the Professor
   Please phone anytime Phone #250-882-9224. Email: My address is jemgibso@uvic.ca. Please use this address and include 334 in the subject line so my spam blocker does not delete your email and I can differentiate students from different courses. I prefer to discuss complicated issues in person or on the phone, so please reserve emails for mundane matters such as reminders about commitments I have made, requests to see me during office hours, and so forth. It is best to book an appointment by phone or email before coming to my office. I give priority to students who have booked a time to meet with me, even during office hours. This saves students from having to wait. Please knock to inform me when it is time for our meeting.

Text Provided:
Gibson, J. (2016). An Introduction to Industrial and Organizational Psychology. Victoria, BC: Rusen Holdings. A free PDF copy is available on CourseSpaces for all enrolled students.

Helpful Websites
American Board of Professional Psychology http://www.abpp.org/i4a/pages/index.cfm?pageid=3314
Society for Industrial/Organizational Psychology www.siop.org
Society for Human Resource Management (SHRM) http://www.shrm.org/
Social Psychology Network www.socialpsychology.org

Course Description: This course is an introduction to organizational psychology. The sorts of questions we will be pondering include: What is an industrial-organizational (I/O) psychologist? What kinds of challenges are current societal changes and events presenting to I/O psychologists? Why should I/O psychologists examine individual differences? Would it be better to identify how people are the same rather than how they are different? Does it make a difference how we assess abilities and personality? Why is measuring job performance so important? Who are the stakeholders in the staffing process? What goes into implementing and testing a training program? How can leaders/managers motivate others?

Pre-requisites: The pre-requisite for this course is Psych 231. Students who remain in courses for which they do not have the prerequisites do so at their own risk. Those who complete courses without pre-requisites are not exempt from having to complete the pre-requisite course(s) at some later date if such
courses are required for the degree program. Furthermore, please check your registration status before
the end of the add-period to ensure your enrolment.

Commitment to Inclusivity and Diversity
The University of Victoria is committed to promoting, providing and protecting a positive and
supportive and safe learning and working environment for all its members.

Objectives:
  a. To familiarize ourselves with some basic vocabulary, theories, models, and tenets of intimate
  relationships.
  b. To ponder some of the major questions posed by researchers of intimate relationships.
  c. To add our perspective to the above.
  d. To promote an atmosphere of learning, sharing, and exploring.

Course Structure: Class time will be spent in a variety of ways: lecture, guest lecture, role-plays, films,
demonstrations, and experiential activities. You are expected to read the relevant text material before
each class. Class time is meant to:
  a. Review some of the information students may have difficulty understanding.
  b. Add important and/or interesting material not covered in the text.
  c. Add an experiential component that can only be acquired through participation in an activity.
  d. Give you an opportunity to share with others what you know.
  e. Not everything in the text may be covered in the class and not everything in the class may be
  covered in the text. However, you will be tested on everything that is in the text, the
  PowerPoint slides I post before lectures, and discussed in class. Class participation is
  expected. I reserve the right to modify the course outline at my discretion. Any changes to
  the outline will be announced in class and posted on CourseSpaces. PowerPoint slides,
  additional readings, supplemental readings, and grades, along with other information will be
  posted on CourseSpaces.

Grades
Students will be given both a percentile grade and a corresponding letter grade (See the UVic
Calendar for details). The final letter grade in the course will be based on your total score (rounded to a
whole number). I will not increase your grade at the end of the term just because it is close to a cut-off,
nor will I help you mine for marks in previously graded material. All deadlines and the grades submitted
for exams, papers and assignments are final. Please strive to do your best for each scheduled “event”. If
you are disappointed with a grade, it is your responsibility to arrange to meet with me to review the
marking at the time the material is graded, not at the end of the term when the final grade is awarded and
you discover you missed a cut-off. Students are expected to familiarize themselves with the Important
Course Policy Information (see attached). Please note that I reserve the right to remark any material and
assign a new grade if I deem that the previous grade is not an accurate evaluation of the performance.

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<th>Grade</th>
<th>90 &amp; up</th>
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Course Work & Evaluations

Part A. Minimum Requirements

Examinations

Four examinations will account for 94% of your final grade. Each exam will have two sections, which will be equally weighted: one section with multiple-choice questions and one section with a long-answer question. You will be given several long-answer questions in advance. I will select two for the exam, and you may choose to answer either one of the two. If you miss an exam, in the event of illness, accident or family affliction (See UVic Calendar, January 2018, p. 46-47), you must speak with me in person to discuss why you missed the test within 10 days of missing the exam, then email me a memo outlining the decision we reached regarding your absence. If you follow this procedure and I accept your reason for missing the exam, I will allow you to write a make-up exam during the make-up exam schedule set by the department on Fridays at 2:30 or give you an average based on the other exams you write. If you do not follow this procedure I may award you a 0 for the missed exam. That is, I do not automatically allow students to write a make-up exam or take an average, and may award a “0” for that component of the course. If you require additional time to complete the course requirements you may apply for academic concession within 10 working days from the end of the course.

Tentative dates for the exams are:

- Test 1 on section 1 and corresponding lectures/activities
  Monday, Jan 22
- Test 2 on section 2 and corresponding lectures/activities
  Wednesday, Feb 21
- Test 3 on section 3 and corresponding lectures/activities
  Thursday, March 15
- Test 4 on all material covered after test 3
  TBA, Final Exam P

Participation in Activities: Class time will be set aside for class activities (see your tentative timetable below). Participation in these activities will account for 6% of your final grade. Students will post in PDF on CourseSpaces the necessary material they will have to complete before each activity, which in total will account for 4 marks (1 mark for each activity), and attendance will be taken in class for each activity, which in total will account for 2 marks (0.5 marks for each discussion), totaling 6 marks. It is each student’s responsibility to have read, completed and properly posted the necessary components for each activity on CourseSpaces before coming to class. You need to sign the attendance sheet for each activity to receive your participation mark. If you need to leave early you must speak with me before going, otherwise you will lose your attendance mark. Details regarding each activity will be posted on CourseSpaces. There will be no make-up marks or assignments for late or missed activity submissions or attendance, regardless of the reason.

Photograph Bonus (total = 0.5 marks)

You will receive ½ a bonus mark if you submit onto CourseSpaces’s assignment “Photo Bonus” a recent digital or scanned photograph of yourself (head and shoulders – with glasses if you wear them, but no sunglasses or hat – I would like to be able to see your eyes) in jpg format. Please do not embed your photo in a document. Your photos are due before the first test. This process will help me learn your names. You will lose part or all of your bonus mark if you do not follow these instructions.
Part B. Optional Work & Evaluations

**Test-Replacement Papers:** You are welcome to write a paper in lieu of, or in addition to, writing any of the four exams. I recommend you email me your thesis statement for my approval. If you write both a test-replacement paper and the exam for any particular section, I will take the higher of the two marks.

The paper must be on a topic covered in the section of the course for which you were to be tested. You are to write a position paper. That is, you will use a minimum of five peer-reviewed primary research reports (i.e., articles published in scholarly peer-reviewed journals wherein the authors collected and analyzed data collected on people) to argue a position or opinion. I expect you to state your paper’s thesis in the first paragraph. Please note that it is not enough to report what was found in such research, you must also report how it was found, and how the research is connected to your thesis. I will not read/mark more than 1500 words (using MS-Word word count; this count will not include the reference section). Please follow A.P.A. writing guidelines, which includes using a 12 font, 1-inch margins, double-spaced lines, etc. There is no need for a title page or abstract. You should consult the “Publication Manual of the American Psychological Association (6th Ed.),” which can be found in the reference section of the library. Do not plagiarize (see your UVic calendar for details).

All test-replacement papers must be posted on CourseSpaces in the appropriate assignment page as a Word or Rich-Text file attachment 10 days before the corresponding exam date. I will not accept improperly posted, or late papers, regardless of the reason, so if you miss the deadline then prepare to write the exam. Ignore the “late” indication on CourseSpaces if you wrote a test instead of a paper. I will not mark your paper if it cannot be opened because it was not saved in Word or Rich-text format (in such instances you will have to write the exam, or receive a “0” for that component of the course, see the grades section in your course outline). **More information regarding specific requirements for the paper is posted on CourseSpaces in the document “Guidelines for Writing Test Replacement Papers.” Please read that document before you write a paper.**

**Plagiarism:** Submitted work may be checked using plagiarism detection software. Cheating, plagiarism and other forms of academic fraud are taken very seriously by both the University and the Department. You should go to [https://web.uvic.ca/calendar2018-01/undergrad/info/regulations/academic-integrity.html](https://web.uvic.ca/calendar2018-01/undergrad/info/regulations/academic-integrity.html) for the UVIC policy on academic integrity. Note that the university policy includes the statement that "Single or multiple instances of inadequate attribution of sources should result in a failing grade for the work. A largely or fully plagiarized piece of work should result in a grade of F for the course."

Tentative dates for test replacement papers:

- Paper 1: Friday, Jan 12 by 3:30
- Paper 2: Sunday, Feb 11 by 3:30
- Paper 3: Monday, March 5 by 2:30
- Paper 4: TBA 10 days before final

**Optional Assignments:** Class Presentations, Digital Posters, Paper, Article Summaries, Oral Defense, Experiential Project, and iClicker Performance.

You may choose to present on a particular topic that is covered in any section (minimum 1 person, maximum 5 people), submit a digital poster online (minimum 1 person, maximum 5 people), submit a paper (minimum 1 person, maximum 5 people), write four peer-reviewed research article summaries...
(minimum 1 person, maximum 5 people), take an oral test on two assigned research articles, undertake an experiential project, and/or use your iClicker throughout the term. I will need to be contacted if you wish to give a presentation or take an oral test on two assigned articles; otherwise, there is no need to contact me. What you submit will dictate your final total. How you choose to work in a group is up to your group (e.g., how you divide up tasks and responsibilities). You may submit two or more different assignments from option 1 to 7, but only one of each, that is, you cannot submit two similar assignments. For example, you cannot submit two posters or two papers, but you may do the iClicker, submit a poster and a paper, or a poster, a presentation and a paper, and so on. The mark you receive for any of the optional assignments you submit will only be included in your final grade if it is higher than the average of all four tests and/or test-replacement papers. That is, your optional work cannot bring your overall average down it can only increase it. Please note that if you fail any of the optional assignments 1 to 7 then any SONA or Bystander Intervention Training credits you earn will not be added as one mark for that failed assignment (see below).

**Option 1. Digital Posters:** You may elect to submit a digital poster, either on your own or with up to four other students (a maximum of five in the group). You may pick any topic covered in class. You do not need to run the topic by me. The digital poster must be saved in PDF file format on one page, and posted on CourseSpaces’s Assignment before the last class. I will not accept improperly saved or late posters, posters with more than one page and posters from groups larger than 5. Only names in the file name or on the poster will receive credit. More information regarding specific requirements for the poster is on CourseSpaces in the document “Guidelines for Digital Posters”. Total marks = 13.5.

**Option 2. Class Presentations:** You may give a 10-minute lecture on any topic covered within the section of the course in which the presentation is to be given. Students may present on their own, or with up to four other students (a maximum of five in the group). You must email me if you wish to present because we will need to coordinate with the topic and time. You must present on topics I have not yet covered in class. More information regarding specific requirements for class presentations is posted on CourseSpaces in the document “Guidelines for Class Presentations”. Total marks = 13.5.

**Option 3. Paper:** You may elect to write a paper, either on their own or with up to four other students (a maximum of five in the group). More information regarding specific requirements for the paper is posted on CourseSpaces in the document “Guidelines for Writing an Optional Assignment Paper”. Please note that the paper submitted for this component of the course, or any part of that paper (e.g., sources) cannot be used for any other component of the course. The requirements for this paper are the same as the requirements for test-replacement papers with the exception that the paper option topic can be on anything covered in the entire course. The paper for this option must be submitted in the CourseSpaces Assignment “Paper Option” before the last class. I will not accept late or improperly saved papers. Total marks = 13.5. Do not put this paper in the Test-replacement Assignment drop-box.

**Option 4. Oral Defense of two assigned research articles:** If you elect this option you will have to email me or the TA your availability so we can arrange a meeting date and time. I, or the TA, will assign you two articles to read no more than 7 days before the meeting. We will ask you various questions about the assigned reading. The oral defence will take at least 30 minutes. We will not conduct oral defenses in the last week of classes. If you cancel a booked defense in the second half of the term with less than 3 days notice you will be penalized with a 2-mark deduction off your final grade. More information regarding this assignment can be found on CourseSpaces in the document “Guidelines for Oral Defence.” Total marks = 13.5.

**Option 5. Experiential Project.** If you elect this option you must engage in an activity or experience related to the course, log at least 8 weekly diaries of your experience and then write and post on CourseSpaces a report with at least one peer-reviewed primary research report that relates to
your activity or experience. More information regarding this assignment can be found on CourseSpaces in the document “Guidelines for Experiential Project.” Total marks = 13.5.

Option 6. Optional Article Summaries. You may work on these in groups of up to five or on your own (in any combination, e.g., submit the first one on your own, do the next one in a group, and then do the last two on your own). One summary will be due before each exam in each section. You must submit and pass all four summaries to qualify for this option (having worked in a group or on your own). The summary must be on a peer-reviewed primary research report about a topic covered in that section of material. You cannot use any article what was used in any other assignment for this course or any other course (to do so is academic plagiarism). More information regarding this assignment can be found on CourseSpaces in the document “Guidelines for Optional Article Summaries.” Total Marks = 13.5.

Option 7. iClicker Performance: Throughout the term I will be posting iClicker multiple-choice questions in class. If you elect to use your iClicker throughout the term, at the end of the term I will calculate your grade on this component and if it is higher than the average for your tests or test-replacement papers, then your iClicker mark will count towards your final grade. You cannot use an iClicker for someone else in the class, this is considered cheating and you will be given 0 for this option. Total marks = 13.5.

Bonus Marks
Photograph Bonus (total = 0.5 marks)
This is the same as above: You will receive ½ a bonus mark if you submit onto CourseSpaces’s assignment “Photo” a recent digital or scanned photograph of yourself (head and shoulders – with glasses if you wear them, but no sunglasses or hat – I would like to be able to see your eyes) in jpg format. Please do not embed your photo in a document. Your photos are due before the first test. This process will help me learn your names. You will lose part or all of your bonus mark if you do not follow these instructions.

Re-weighting of Highest and Lowest Mark
If you choose to complete and pass any of the assignment options 1 to 7, then I will reweight your final grades such that whatever component of the course (with the exception of class activities) you scored the highest will be worth an extra 5 marks and whatever you scored the lowest will be worth 5 less marks.

Bystander Intervention Training (total = 1 to 3 marks)
Students who complete one or more optional assignments are eligible to use their enrolment in the bystander intervention-training program on preventing and intervening in situations of sexualized violence to earn bonus marks. The workshop takes three hours and students will receive a certificate when it is completed. Post a digital scan of your certificate on CourseSpaces indicating that you completed the training in this term and you will qualify to earn one bonus mark for every optional assignment you successfully complete up to a maximum of three assignments (i.e., three bonus marks). You cannot use this bonus option if you received credit for this training from another professor in another class, or completed the training in the past. Please visit the website to register: https://www.uvic.ca/services/studentlife/initiatives/bystander-intervention/index.php
Research Participation (total = 1 to 7 marks)

For each optional assignment you successfully complete you qualify to earn 1 bonus mark toward your final grade by participating in research studies conducted in the Department of Psychology. If you complete and pass two assignments, then you qualify to earn 2 bonus marks, three optional assignments, then 3 bonus marks, and so on, up to 7 bonus marks if you complete and pass all seven optional assignments. This option can work in conjunction with the Bystander Intervention Training (e.g., if you complete and pass four optional assignments, then you qualify to earn three bonus marks from the training and one bonus mark from SONA). Each 15 minutes of SONA participation will earn 0.5 SONA credits. Thus, one hour of participation would earn 2 SONA credits, which qualifies for one bonus mark in the class, for a possible total of 7 marks, which is over one letter grade. For details on participating in research studies, go to (https://uvic.sona-systems.com/Default.aspx?ReturnUrl=/) or the Department of Psychology web site (web.uvic.ca/psyc/) and click on the research link near the top of the page, then click on the Participant Pool link at the left of the new page to see instructions for participating in the system.

Article Reviews as an alternative to participation in research

Students are not required to participate in research, and not all students wish to do so. As an alternative, students may instead opt to gain research experience by writing a review (2 pages double spaced) of a primary peer-reviewed research report relevant to the course. The review will be worth one mark for extra credit. You are eligible to submit as many reviews as submitted assignments. Please speak with me about suitable journals and my approval for the article you have chosen before writing a review. To receive credit, you must follow these guidelines:

• If you wish to select this option, you must notify me no later than the second term test.
• You cannot use an article for this review that was used for any other component of the course (e.g., test-replacement paper, presentation, poster, optional paper, etc.).
• Completed reviews must be emailed to me as an attachment in PDF or Word format no later than the last day of class in this course. Late submissions will NOT be accepted under ANY circumstances.
• Fully identify the title, author(s), source, and year of the article.
• Clearly summarize the psychological concepts in the article, the methods, the reported results, and the implications of the results. Critically evaluate the application or treatment of the concepts in the article. If you discover something that is incorrect, identify the error and its implications for the validity of the article. You may find, for example, misleading headings, faulty research procedures, alternative explanations that are ignored, failures to distinguish factual findings from opinions, faulty statements of cause-effect relations, errors in reasoning, etc.

Evaluation Criteria

I use the I.C.E. as a method of grading all material. Specifically, “I” stands for information, “C” stands for connections, and “E” stands for expansions. I evaluate the quality of the information, that is, whether the facts are relevant, accurately defined, clear, and comprehensive. This will require you to consider, explain, and justify points you raise and why. In doing so, you may document that Point A and Point B are premises to Conclusion C. These connections must be explicitly defined. You should not be making assumptions about my knowledge. The material should stand on its’ own. Finally, and as noted above, the information and connections you make must have some relevance. That is, you must substantiate why you are discussing C or connecting Point A with Point B. Expansions may be theses, ramifications, conclusions, justifications, rationalizations, explanations, etc. They are all about the “why?” or “so what?” In relation to ICE, I typically dock marks rather
than give marks. That is, I look forward to an insightful experience when I commence reading your work. Anything that interferes with that experience I see as a flaw. I typically deduct 2.5 marks on a 100-point scale for minor flaws (e.g., typos, disorganized thought, etc.), 5 marks for more severe flaws (e.g., sentence fragments, weak definitions, unnecessary quotation, etc.), and 10 marks or more for egregious flaws (e.g., key points are confused or misunderstood, missing definitions, etc.). Finally, a piece of writing may have all the necessary components, that is, it takes me from point A to point B, but because it was difficult to read or flawed will not be considered first class work. This can often be a matter of style, organization, grammar or a combination of a number of issues. “A” work is engaging, insightful, and flawless. The more creative, engaging and insightful the work is, the more likely it will receive an “A+” (such work would be worthy of publication), while the less creative, insightful, and engaging, but still relatively flawless the work is, the more likely it will receive an “A -.” As flaws start to define the work, the letter grade drops (e.g., to a B, C, and hopefully never, to a D or F). For feedback on your tests, I encourage you to call me (250-882-9224) or book an appointment to see me. I will set aside time for us to meet and will clear my office when your time rolls around. Best to knock to let me know when it is your time so I do not go over with the person I am with. Then I will happily review your exam with you pointing out concerns or explaining issues I may have had. I will also do this over the phone. For those who submitted a paper, you will find feedback regarding your work on the same CourseSpaces page where the assignment was originally posted, typically with the term “marked” appended (e.g., “Jane Doe marked.docx”). Please allow us up to 5-7 days to mark all the papers. Comments will be written in your document via track changes. Please review the comments embedded in your text, and if, after reviewing your work and feedback, you have any concerns or questions, please see the last paragraph in the guidelines for the papers and follow my instructions.

Course Experience Survey

I value your feedback on this course. After the second test I will ask you to write on a piece of paper one thing you would like me to change about the course and one thing you would like me not to change. I will consider your recommendations to modify the course for the second half. In addition, in the last 10 minutes of the last class, you will have an opportunity to complete an anonymous survey regarding your learning experience in this class. The CES provides vital information that I will use to improve future courses. The survey will also be used by the Department of Psychology to evaluate my performance as an instructor. I will not receive the results until after I have submitted marks for this course. Responses are anonymous unless you choose to say things in optional open-ended comments that identify you (which I do not recommend).

The more students complete the survey, the more meaningful and informative the results. Please ensure that your current email address is listed on MyPage (http://uvic.ca/mypage). When the class is 5/6 over, an email will be sent inviting you to complete the CES online. I will set aside approximately 10 minutes at the beginning of the last class of the term for students to complete the CES. We will do the CES in class because doing so increases the percentage of students who complete the survey compared to when students are asked to complete it on their own time. You will need your UVic NetLink ID to access the survey via a laptop, tablet, or mobile device; if you do not own such a device then please try to borrow one for that class session. If you do not complete the CES during that class, you can complete it at a time of your choosing during the last two weeks of classes.
**Tentative schedule**  Mondays, Wednesdays and Thursdays, 2:30 to 3:20 in Cornett B108

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<tr>
<th>January 3 to 18</th>
<th>Section 1: Introductions &amp; Assessment for Personnel Decisions</th>
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<tr>
<td>(8 classes)</td>
<td>Topics: History of profession, Job analysis, Criterion Measurement, Predictors, Selection Decisions, Performance Appraisal</td>
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**January 12 Friday**  Test 1 Replacement Paper due by 2:30 on CourseSpaces

| January 16 | Last day to drop without financial penalty |
| January 17 | Activity 1 |
| January 18 | Test review |
| January 19 | Last day to add courses – ensure you are registered |

**January 22 Monday**  Test 1 on Material covered in section 1. Photos due

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<th>January 24 to Feb 19</th>
<th>Section 2: Training and Development</th>
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<tr>
<td>(9 classes)</td>
<td>Topics: Perception, Learning, Personality, Values &amp; Motivation</td>
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<td>Feb 8</td>
<td>Activity 2</td>
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**February 21 Wed**  Test 2 on Material covered in section 2.

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<th>Feb 22 to March 14</th>
<th>My Survey (one thing to change, one thing to keep the same): Section 3: Organizational Structure and Culture</th>
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<tr>
<td>(9 classes)</td>
<td>Topics: Structure, Culture, Teams, Decision Making, Creativity, and Stress</td>
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<tr>
<td>Feb 28</td>
<td>Last day to withdraw without academic penalty</td>
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**March 5 Monday**  Test 3 Replacement Paper due by 2:30 on CourseSpaces

| March 12 | Activity 3 |
| March 14 | Test review |

**March 15 Thursday**  Test 3 on Material covered in Section 3

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<th>March 19 to April 5</th>
<th>Section 4: Organizational Change</th>
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<tr>
<td>(8 classes)</td>
<td>Topics: Power and Politics, Communication, Conflict, Negotiation and Leadership</td>
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**April 5**  Activity 4 and Optional Assignments due by 2:30 on CourseSpaces

| April 9 – 24 | Test 4 replacement paper will be due 10 days before the final exam; Exam period, TBA, Test 4 on Section 4 and corresponding lectures/activities |