Attention!
This is a representative syllabus. The syllabus for the course when you enroll may be different.

Use the syllabus provided by your instructor for the most up-to-date information. Please refer to your instructor for more information for the specific requirements for a given semester.

Feel free to contact the Psychology Advising Office for any questions regarding psychology courses either by email (psychadvising@osu.edu) or phone (614.292.5750).

Thank you!
Welcome to Organizational Psychology. This is a fun and challenging upper-level course that will survey both Psychological theory and research as it applies to organizational settings for both undergraduate and graduate (some programs) students.

Official Course Description (OSU Course Bulletin):
Overview of theory, method, and practice of organizational psychology: motivation, job attitudes, leadership, groups, organizational design.

Further Description:
Hopefully, we will all leave this course with a greater understanding of our own behavior in organizations as well as the behavior of others in organizations. Additionally, we should leave this class with a better understanding of the tools/techniques used to assess organizational behavior and the research that supports the creation and use of those tools.

In keeping with the “organizational” theme, we will have a team project; the use of teams is becoming increasingly common within organizations. Your team will also serve as an object of analysis in and of itself.

The course content will be primarily drawn from the Walton book and the Organizational Psychology text. Additional sources of content will include the instructor’s experiences in organizations, applicable social psychological theory, demonstrations, and video clips.

You are the customers of this course; you have paid for it. It is my goal to deliver a high quality product that satisfies my customers’ needs. If at anytime you feel that you are not getting what you paid for, please let me know.
**Required Text:**

**Recommended Text:**

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**GRADING SYSTEM**

**Individual Assignments:**
- Midterm 1: 30
- Midterm 2: 40
- Midterm 3: 40
- Final Exam: 60
- Reaction Paper: 15

**Team Assignments:**
- Project Paper: 20
- In Class Activities: 20

**Total:** 225

**Extra Credit:** 5

Final grades will be based on the following distribution:

- 100% - 93% = A
- 92% - 90% = A-
- 89% - 87% = B +
- 86% - 83% = B
- 82% - 80% = B-
- 79% - 77% = C +
- 76% - 73% = C
- 72% - 70% = C-
- 69% - 67% = D +
- 66% - 63% = D
- Below 63% = E

All scores are entered into Carmen. When it is time to post course grades, Carmen computes grades and transfers those grades to the registrar. So, all decimal calculations, etc are handled by the University systems (ala Carmen).
### Tentative Schedule

<table>
<thead>
<tr>
<th>Week</th>
<th>Begin Date</th>
<th>Lectures (Tentative)</th>
<th>References</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1/8</td>
<td>OB overview&lt;br&gt;Diversity</td>
<td>K&amp;K Chapter 1&lt;br&gt;K&amp;K Chapter 2</td>
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<tr>
<td>2</td>
<td>1/15</td>
<td>Organizational Culture&lt;br&gt;International OB</td>
<td>K&amp;K Chapter 3&lt;br&gt;K&amp;K Chapter 4&lt;br&gt;Activity – Values and Vision</td>
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<tr>
<td>4</td>
<td>1/22</td>
<td>Introducing Deming!&lt;br&gt;The Fourteen Points, Seven Deadly Obstacles, and Some Obstacles</td>
<td>Walton Chapters 1-2&lt;br&gt;Walton Chapter 3</td>
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<tr>
<td>4</td>
<td>1/29</td>
<td>The Fourteen Points, Seven Deadly Obstacles, and Some Obstacles&lt;br&gt;The Parable of the Red Beads</td>
<td>Chapter 3&lt;br&gt;Chapter 4&lt;br&gt;Activity: Red Beads</td>
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<tr>
<td>5</td>
<td>2/5</td>
<td>Self Concept, Personality, Abilities &amp; Emotions&lt;br&gt;Values, Attitudes &amp; Job Satisfaction</td>
<td>Mid 1-2/5/2018 (K&amp;K 1-4)&lt;br&gt;K&amp;K Chapter 5&lt;br&gt;K&amp;K Chapter 6</td>
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<tr>
<td>6</td>
<td>2/12</td>
<td>Deming Management Method Points 1-5</td>
<td>Walton Chapters 5-9</td>
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<tr>
<td>7</td>
<td>2/19</td>
<td>Social Perception and Attribution&lt;br&gt;Foundations of Motivation&lt;br&gt;Improving Job Performance</td>
<td>K&amp;K Chapter 7&lt;br&gt;K&amp;K Chapter 8&lt;br&gt;K&amp;K Chapter 9</td>
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<tr>
<td>8</td>
<td>2/26</td>
<td>Improving Job Performance (cont)&lt;br&gt;Deming Management Method Points 6-13</td>
<td>Walton Chapters 10-17</td>
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<td>9</td>
<td>3/5</td>
<td>Group Dynamics</td>
<td>K&amp;K Chapter 10&lt;br&gt;Mid 2 – 3/9/2018 (K&amp;K 5-9)</td>
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<td>10</td>
<td>3/12</td>
<td>Spring Break</td>
<td>Walton Chapter 20</td>
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<tr>
<td>11</td>
<td>3/19</td>
<td>Deming Management Method Point 14 and the Seven Deadly Diseases and Obstacles&lt;br&gt;Teams and Teamwork</td>
<td>Walton Chapters 18 &amp; 19&lt;br&gt;K&amp;K Chapter 11</td>
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<tr>
<td>12</td>
<td>3/26</td>
<td>Doing it with Data</td>
<td>Walton Chapter 20</td>
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<tr>
<td>13</td>
<td>4/2</td>
<td>Individual and Group Decision Making Leadership</td>
<td>K&amp;K Chapter 12&lt;br&gt;K&amp;K Chapter 16</td>
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<tr>
<td>15</td>
<td>4/16</td>
<td>Creating Effective Organizations&lt;br&gt;Managing Change and Stress</td>
<td>K&amp;K Chapter 17&lt;br&gt;K&amp;K Chapter 18</td>
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<tr>
<td>16</td>
<td>4/23-Last Day of Class</td>
<td>Making Deming Work – Epilogue&lt;br&gt;Closing Thoughts</td>
<td>Walton (starting pg 246)</td>
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<td></td>
<td></td>
<td>Final Exam</td>
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**Academic misconduct warning**

It is the responsibility of the Committee on Academic Misconduct to investigate or establish procedures for the investigation of all reported cases of student academic misconduct. The term “academic misconduct” includes all forms of student academic misconduct wherever committed; illustrated by, but not limited to, cases of plagiarism and dishonest practices in connection with examinations. Instructors shall report all instances of alleged academic misconduct to the committee (Faculty Rule 3335-5-487). For additional information, see the Code of Student Conduct: [http://studentlife.osu.edu/pdfs/csc_12-31-07.pdf](http://studentlife.osu.edu/pdfs/csc_12-31-07.pdf)

**Accommodations for students with disabilities**

Students with disabilities that have been certified by the Office for Disability Services will be appropriately accommodated and should inform the instructor as soon as possible of their needs. The Office for Disability Services is located in 150 Pomerene Hall, 1760 Neil Avenue; telephone 292-3307, TDD 292-0901; [http://www.ods.ohio-state.edu/](http://www.ods.ohio-state.edu/).

**University Policy on Sexual Misconduct/Relationship Violence**

Title IX makes it clear that violence and harassment based on sex and gender are Civil Rights offenses subject to the same kinds of accountability and the same kinds of support applied to offenses against other protected categories (e.g., race). If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at [http://titleix.osu.edu](http://titleix.osu.edu) or by contacting the Ohio State Title IX Coordinator, Kellie Brennan, at titleix@osu.edu.

**Attendance Policy**

Please attend class- you have paid for it! You are likely to earn a better grade if you attend class. You will also be in a position to earn participation points that you might miss if you miss class.

Make up exams may be requested with a legitimate medical excuse. Beyond that, don’t count on it. If you hope to make up an exam, you must alert me prior to the exam date and time that you will be unable to attend. You may be given a different exam than the class took at the normally scheduled exam time.

**Late Assignments**

There will be a 10% “late fee” on all late assignments.
Instructor responsibilities:

1. I will be available both inside and outside of class to discuss course material and provide assistance with assignments. I will hold regular office hours and make individual appointments whenever it would be helpful. You can contact me via email or phone, and I will respond in a timely fashion.

2. Considering the fast pace of the course, I will strive to provide you with useful and timely feedback on all tests/assignments. Please be patient though, the tests do take some time to grade!

3. I will do my best to present course material in a clear, interesting manner, and to provide you with hands-on experience and examples of difficult concepts. I am always willing to re-explain course material and answer questions.

4. Academic dishonesty is unfair to everyone. I feel it is my responsibility as the instructor of this course to adhere to a “zero tolerance” policy toward academic dishonesty and I will do my utmost to ensure that academic dishonesty does not occur. In the event that academic dishonesty should occur, it will be dealt with according to University policy.

5. Consistent with University policy and humanity in general: Any student who feels s/he may need an accommodation based on the impact of a disability should contact me privately to discuss your specific needs. Please contact the Office for Disability Services at 614-292-3307 in room 150 Pomerene Hall to coordinate reasonable accommodations for students with documented disabilities.

Student responsibilities:

1. You are expected to read assignments by the beginning of class on the date listed in the calendar. You should be prepared to discuss these readings and ask questions about them. The quizzes (if employed) are a form of an accountability manipulation both for attendance in class and completion of the assigned readings.

2. You are responsible for all material covered, whether you were in class or not (be sure to get notes from someone else if you miss class). Because of the pace of this class and the required assignments, I strongly suggest attending class.

3. To create an atmosphere that is free from hostility and ridicule. We will be exploring topics that can be emotionally and politically charged. By keeping an open mind and showing each other respect, we stand to learn a great deal about ourselves and others as players in the legal system.

4. Please turn cell phones off and put them away. I will do the same, that way we won’t miss anything while we are busy texting (etc) in class.

5. Please do not sleep in class. You will miss out on material and it distracts other students as well as sap energy from the classroom. And I will wake you up!