

Dartmouth College
Psychological and Brain Sciences

Psyc 44 Psychology and Business
Winter 2015 9L

Moore 202

MWF 8:45-9:50; x-period Th 9-9:50

Instructor: Judith White, Ph.D.

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Office: Moore 141-B

Office hours: Tuesdays and Thursdays 12:00-12:50, and by appointment

Contact note: The best way to contact me is by email

DESCRIPTION

Leadership and teamwork are among the most highly prized skills in today's businesses. This course will explore the psychological underpinnings of these and other organizational behaviors, including decision-making, communication, and conflict resolution. How do we understand leadership? How do power and status affect communication in a hierarchy? How can conflict lead to creativity? We will delve into the answers with a combination of reading and discussion, in-class role-plays and exercises, and project-based learning. Our goal is to advance an understanding of why people behave the way they do in workgroups and in organizations.

Prerequisite: Psychology 1.

OBJECTIVES

After completing this course, you should be able to:

1. Identify and define organizational behavior concepts.
2. Understand how knowledge in organizational behavior is discovered and applied.
3. Apply course concepts to improve the functioning of an organizational unit.

REQUIRED TEXTBOOK

Organizational Behavior: Essentials for Improving Performance and Commitment
Jason Colquitt, Jeffrey LePine, Michael Wesson

Publisher: McGraw-Hill/Irwin; 1 edition (January 23, 2009)

ISBN-10: 0078112559

ISBN-13: 978-0078112553

COURSE OUTLINE

Date	Day	Topic	Reading	Deliverable/Notes
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MODULE 1 ORGANIZATIONAL OUTCOMES

Week 1 Introduction and Overview

1/5	M	Introduction and overview		
1/7	W	Research methods	Ch. 1	
1/8	Th			No x-period on 1/8
1/9	F	Organizational outcomes	Ch. 2	

Week 2 Motivation and Job Satisfaction

1/12	M	Motivation I	Ch. 5	
1/14	W	Motivation II		
1/15	Th			No x-period on 1/15
1/16	F	Job satisfaction	Ch. 3	

QUIZ 1 covers class and readings from 1/5 through 1/16. It will be available on Canvas between 8 am Sunday, 1/18 through 5 pm Tuesday, 1/20
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MODULE 2 GROUPS AND TEAMS

Week 3 Team types and process models

1/19	M			No class; Martin Luther King Day
1/21	W	Teams	Ch. 9	
1/22	Th	Team exercise		Class meets during x-period on 1/22; Participation required
1/23	F	Team temporal models		

Week 4 Team processes

1/26	M	Diversity		
1/28	W	Conflict resolution	Assigned role-play	
1/29	Th	Group research project overview		Class meets during x-period on 1/29
1/30	F	Group meetings		Deadline to sign up for research project group. Group launch exercise due; sign up for office time slot week of 2/2

QUIZ 2 covers class and readings from 1/21 through 1/29. It will be available via Canvas between 8 am Sunday 2/1 and 5 pm Tuesday 2/3.

MODULE 3 INDIVIDUAL FACTORS**Week 5 Stress and individual differences**

2/2	M	Stress	Ch. 4	Groups should meet with Professor this week
2/4	W	Individual differences at work	Ch. 8	
2/5	Th	Cognitive and emotional ability		Class meets during x-period on 2/5
2/6	F			No class; Winter Carnival

Week 6 Ethics, Trust, Justice, and Decision-Making

2/9	M	Ethics	Ch. 6	
2/11	W	Trust and justice		
2/12	Th	Group meetings		
2/13	F	Judgment and decision-making	Ch. 7; research proposal	Final proposal due, approval required before data collection begins

QUIZ 3 covers class and readings from 2/2 through 2/13. It will be available via Canvas between 8 am Sunday, 2/15 and 5 pm Tuesday 2/17.

MODULE 4 ORGANIZATIONAL FACTORS

Week 7 Leadership

2/16	M	Power and influence	Ch. 10	
2/18	W	Leadership styles		
2/19	Th	Group meetings		
2/20	F	Leadership case		Preview of the final exam

Week 8 Organizational Structure, Culture, and Change

2/23	M	Organizational structure	Ch. 11	Data should be collected; this week meet with Professor to review analysis
2/25	W	Organizational culture	Ch. 12	
2/26	Th	Group meetings		Data analysis session
2/27	F	Dartmouth culture		

QUIZ 4 covers class and readings from 2/16 through 2/27. It will be available via Canvas between 8 am Sunday, 3/1 and 5 pm Tuesday 3/3

Week 9 Research Project Presentations

3/2	M	Research project presentations	2 groups	Class meets during x-period on 3/5 Present research project; submit Powerpoint and notes. Each person is responsible for peer reviewing two other presentations.
3/4	W	Research project presentations	4 groups	
3/5	Th	Research project presentations	3 groups	
3/6	F	Research project presentations	4 groups	

Week 10 Conclusion

3/9	M	Course wrap and exam review		
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Final

3/16	M	Final exam 8:00 am		Comprehensive exam
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GRADING

CLASS PARTICIPATION (10%)

You are expected to attend class regularly and contribute to the discussion by raising thoughtful questions, analyzing relevant issues, building on others' ideas, synthesizing across readings and discussions, expanding the class' perspective, and appropriately challenging assumptions and perspectives. If you know you cannot attend, please email me in advance. Being prepared and actively engaged, bringing in real-world examples, judiciously offering your views on course concepts, thoughtful listening, and offering critique and elaboration of others' contributions, are all encouraged. It is especially important to participate in the experiential exercises (team exercise and conflict resolution exercise).

GROUP RESEARCH PROJECT (30%)

This assignment (multiple deadlines, see outline) requires you to form a team of three people. Your team will complete and present a research study on one of two key organizational outcomes, job performance or organizational commitment. The project will culminate in a 12- minute presentation. More details will be provided in class.

QUIZZES (30%)

The four multiple-choice quizzes are designed to help you consolidate your mastery of course material. Quizzes are to be taken individually, not collaboratively. The quizzes are open-book, but they are timed (30 minutes), so please prepare by reviewing the chapters, course slides, and your notes before you begin. Extensions will only be granted for serious illness or family emergency, otherwise, you are expected to complete each quiz during the assigned time frame.

FINAL (30%)

The final will be cumulative and integrative, consisting of essay-style questions that cover topics from the course. The final is open-book. You may consult any material to answer the questions.

OTHER COURSE ACTIVITIES

Quizzes are taken in Canvas on your own time between 8:00 am on Sunday and the following Tuesday at 5:00 pm. Once begun, the quizzes cannot be paused and will close automatically in 30 minutes, so please be sure you schedule a time when and place where you will not be interrupted.

OFFICE HOURS

My office is Moore 141-B. I have regular office hours from 12-12:50 on Tuesday and Thursday and I am available to meet after class by request. I am unlikely to be in my office at other times, so the best way to reach me is by email.

REASONABLE ACCOMMODATIONS

If you require reasonable accommodation for a disability in order to participate in course activities or meet course requirements please contact me by email or by appointment no later than the end of the second week of the term.

RELIGIOUS OBSERVANCE

Should you have a religious observance that conflicts with your participation in the course, please come speak with me before the end of the second week of the term to discuss appropriate accommodations.

UNIVERSITY HONOR CODE & ACADEMIC HONESTY POLICY

The honor code states that “the Faculty of Dartmouth College, in recognizing the responsibility of students for their own education, assumes intellectual honesty and integrity in the performance of academic assignments, both in the classroom and outside. Each student upon enrollment at Dartmouth College accepts this responsibility with the understanding that any student who submits work which is not his or her own violates the purpose of the College and is subject to disciplinary actions, up to and including suspension and separation.”

Please see me if you have any questions about how this applies to your work in this class.

CHANGES TO THE SYLLABUS

The course syllabus is a general plan for the course; deviations announced to the class by the instructor may be necessary. Any such will be announced via Canvas.