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PSY 110S.01: Organizational Psychology

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*The University Of Montana*

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SEMESTER CREDITS: 3

CONTACT HOURS PER SEMESTER: 45
   Lecture hours per week: 3
   Lab hours per week: 0

INSTRUCTOR: Ed Moore
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PHONE: (406) 243-7861
OFFICE LOCATION: Health and Business Bldg.
OFFICE HOURS: By appointment

RELATIONSHIP TO PROGRAMS: This course is a requirement for many College of Technology Associate of Applied Science Degrees. This is a transferable course.

COURSE DESCRIPTION: Foundation in the psychological processes that influence behavior and job performance of people in work settings.

REQUIRED TEXT: ORGANIZATIONAL BEHAVIOR by Stephen P. Robbins

POLICIES

   • "Make-up" quizzes are not given for any reason.

   • Assignments are not excepted after the due date—if you submit a late assignment expect a 0.

   • The only form of extra credit offered in this course are the Clippings.

   • No "drop slips" will be signed, after the 30th day of class.

   • Cell phones are to be turned off during class.

   • University of Montana policies dictate that students are not to bring their children to class. Students with disabilities documented by DSS will receive appropriate accommodation in this course. Please speak with me after class or in my office. Please be prepared to provide a letter from your DSS Coordinator.
ATTENDANCE POLICY:
Students are expected to attend all class meetings. Attendance will be taken randomly; “points” are not awarded for attendance.

SOURCE OF COURSE GRADE:
“clippings” 14@ 2pts. ea clippings are accepted only on Mondays
5 weekly quizzes@60 points each = 300 points (49%)
3 short writing assignments = 200 points (33%)
   Research Design 40 points
   Behavior Modification 80 points
   Motivation 80 points
Portfolio = 110 points (18%) This is due at the last class meeting-no exceptions
Final Exam will replace your lowest score

STUDENT PERFORMANCE ASSESSMENT METHODS AND GRADING PROCEDURES:
   GRADING SCALE:
   A =  100-90%
   B =  89-80%
   C =  79-70%
   D =  69-60%
   F=  59% AND BELOW

STUDENT PERFORMANCE OUTCOMES:
Upon completion of this course, the student will be able to:

1. Perform effectively in the workplace.
2. Describe the major focus of the field of organizational psychology, including the three basic units of analysis used.
3. Write a hypothesis
4. Trace the historical developments and schools of thought that influence the workplace of the present and future.
5. Describe the impact of globalization of the economy on the operation of organizations.
6. Explain the elements in the psychological process of perception.
7. Explain how the attribution process helps understand the causes of others' behavior.
8. Identify the "big five" dimensions of personality and explain how they relate to organizational behavior.
9. Define motivation and explain its importance in the field of organizational psychology.
10. Distinguish between the work-related motives of achievement, power, and affiliation.
11. Define attitudes and understand their basic components.
12. Identify and describe the major theories of job satisfaction.
13. Identify different types of groups operating within organizations and understand how they develop.
14. Explain how individual performance in groups is affected by the presence of others, the cultural diversity of group membership, and the number of others with whom one is working.
15. Describe the process of communication and its role in organizations.
16. Describe various types of individual differences with respect to how people communicate with each other.
17. Distinguish between formal and informal communication networks, and explain the influence of each on organizational communication.
18. Define and appreciate organizational culture
19. Define conflict and indicate how it can produce positive as well as negative effects.
20. Identify why it is important for organizations to change
21. Explain the major factors making people resistant to organizational change and some ways of overcoming them.