

**SEMINAR IN ORGANIZATIONAL PSYCHOLOGY  
PSYCHOLOGY 574  
FALL, 2024**

**PROFESSOR**

Dr. Catherine S. Daus  
AH 0142 – Alumni Hall  
OH – before/after class; M – 11-noon; W- 12:30- 1:25; or *by appointment (Zoom or otherwise)*

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**REQUIRED TEXT**

Robbins, S. P. & Judge, T. A. (2018). *Organizational Behavior*. (18<sup>th</sup> Ed.) Indianapolis, IN: Pearson.

Readings via Blackboard also.

**COURSE DESCRIPTION AND OBJECTIVES**

This course is intended as a survey and introduction to the various topics of organizational psychology. The course covers the theory, research, and application of organizational psychology and the individual, group, and organizational levels. To that end, the course is designed to be a strong balance between theory-based thinking/activity and research-based activity/thinking. By the end of this course, you should be able to:

1. understand the major theories, principles, and concepts of organizational psychology.
2. be able to apply organizational psychology to understanding human behavior at work.
3. be familiar with the organizational psychology research literature.
4. be able to present and discuss organizational psychology concepts orally and in writing.

**COURSE EVALUATION**

Your final grade will be based on a total possible of 520 points. Two hundred and fifty points from weekly take-home essays and two exams; 50 points from a research proposal; 100 points from a group presentation with peer evaluations; 25 points from the internet project associated with your group project; 25 points from leading class discussion of a current article; 25 points from a team logo and culture presentation; 25 points from a debate; and the remaining 20 points from a peer review of a colleague's research proposal. Course grades will be assigned according to the following criteria ("required" extra credit quiz over syllabus worth up to 10 points on top): 465 and higher – A 413 – 464 – B 361 - 412 – C 309 – 360 – D Below 309 - F

**Exams and Take-Home Essay Questions – 250 pts.**

There will be two multiple-choice exams in this class, each of which will be worth 100 points of your total 500 possible: a midterm and a final. Half of the MC exams (50 points) will cover lecture and textbook material; and half (50 points) will cover article readings. The lecture/textbook portion of the test will be online and the articles MC part will be in person. These are on **Oct. 15, and finals week, Dec. 10<sup>th</sup>**.

Additionally, weekly (almost), you will be offered a take-home essay question to complete. I will offer (at least) 10 throughout the semester; you must complete 5. These will be worth 10 points each for a total of 50 points and will be due the following week. If you do not like one of your scores, you may complete an extra to replace the grade. You should integrate material from articles, text, and lecture for a solid 10-point essay. Generally, the essays should be about 4-6 ds pages long.

### Literature Review Section and Hypotheses of Research Literature Review– 50 pts.

#### Peer Review of other's RP – 20 pts.

The **final** literature review (emailed) is due to Dr. Daus the **MONDAY of finals week (December, 8<sup>th</sup>)** by noon. The research proposal is designed to give you an opportunity to choose a topic within **organizational psychology\*\*\***, develop a draft of the literature review, and develop research hypotheses. It is intended that if you choose a thesis track, you may be able to use this proposal as the basis or framework for your master's thesis proposal. The results of this effort should be a 10 -12-page proposal, not including title page, tables, figures, appendices, references (12 pt. font), with the literature review and hypotheses sections. You should have at least one IV and one DV (you may have more, or other mediating/moderating variables, for example), and ***at least one of those needs to be a clear organizational psychology topic/variable/construct.*** APA format is expected. In order to facilitate maximum feedback and revision time, an email draft of your proposal is due to Dr. Daus and your peer reviewer **for peer review** on **Monday, December 1<sup>st</sup> by noon**. The peer reviews will then be due to me and your colleague two days later, **Wednesday, December 3** (this will allow you to incorporate your peer's feedback into your proposal). Ten of your 50 points will be assigned by your colleague (with my approval); your review of your colleague's paper will be worth 20 points. I will post a grading rubric for you to use in evaluating your colleague's work. If you wish for me to review your proposal **before it goes to your peer/colleague**, you must have it to me by **Friday, November 21<sup>st</sup>** (the Friday before Thanksgiving break week).

#### Group Project/Presentation – 100 pts.

You will be assigned to a group on the first day of class. The project has two parts. The first part is a 'benchmarking' analysis/review of the literature regarding a current trend topic – **pick one of the ten from SIOP's website from this link: <https://www.siop.org/Business-Resources/Top-10-Work-Trends>**. Within this part, you are to identify what new, innovative things some company/ies are out there doing regarding your chosen topic. You should try and identify company 'best practices' as well as mistakes some companies have made. You should identify best practices from several organizations, but you may have one or two that you highlight that are well known for 'doing' your topic well. Your goal is to establish a topically organized set of standards for what 'good or top companies' in this field are doing. For helpful information on benchmarking, see:

<http://en.wikipedia.org/wiki/Benchmarking>

The second part is a case study analysis of an organization. You are to find an organization where you can examine the topic that you have researched ('examine' could refer to either qualitative or quantitative analyses, or both) and do a diagnosis of the company with recommendations for improvement. Basically, in this phase you will be comparing what you discovered in the first part, and seeing how your company 'stacks up.' The second phase should also include possible effects and outcomes the organization you are studying may be experiencing. These could be such things as: turnover, job satisfaction or dissatisfaction, motivation, organizational commitment, shrinkage...etc...

**Presentation - general overview** - Group presentations are scheduled for the last week of class before Thanksgiving break - **NOVEMBER 19<sup>TH</sup>**. Each group will make an oral presentation (approximately 45 minutes) of their group project. Professional presentation format is expected.

Each group should have an **executive summary\*\*** (a 1 – 4-page handout, using bulleted format (or related) giving/highlighting the critical components of the presentation - as if an executive missed the meeting...what critical things could you present so that he/she could find the

information efficiently? – this is NOT the same as the PowerPoint slides) to hand out to each class member as part of the presentation. Following your presentation, the class will provide anonymous constructive written feedback to your group. I will give you my feedback, as well as your classmates' feedback. I will evaluate each group and each group member will receive a presentation grade, based on overall grade from me and peers' reviews. **Total possible points for the presentation are 100. Specifically, each group member will receive a percentage of the points I gave to the total group based on an average of peer members' evaluations.**

**Presentation – specifics** - Criteria for Evaluation include (see posted rubric in class BB):

1. Professionalism
2. Thoroughness of Presentation/Analysis
3. Clarity
4. Appropriateness of recommendations
5. Interest Level
6. Creativity

### **Webpage/Internet Project – 25 pts. (Due final week of class)**

As part of your group project, you are to develop a webpage related to your project. Include anything that you feel is relevant to the project; I would include a summary of the project from the perspective that you were the consultants who designed and executed the project. You will also each develop a resume individually that will be accessed from the group project home page. We will talk about the logistics of this over the course of the semester.

### **Logo & Culture Project/Presentation – 25 pts.**

This part of your grade is designed to be fun as well as informative. In teams, you are to lead class for 30 - 40 minutes (do not go over 40) with a presentation/lecture on a famous company logo, motto, symbol and how you feel (with a little evidence) **it impacts or reflects** the organization's culture. Use the chapter 16 information and class lecture (9/11 lecture) for appropriate terms and 'evidence'. These presentations will occur **Sept. 24<sup>th</sup> Oct 1<sup>st</sup> Oct 8<sup>th</sup>**

### **Leading Class Discussion – 25 pts.**

You will be assigned a topic based on preferences you give me; then, you will find a **recent (2020 or later)** scholarly article to be passed out (accessed by computer) *the week prior* to your presentation. You are then to present the article the following week, knowing that we have read it (about 5 – 10 minutes) and generate discussion (10 – 15 minutes). You should also email me (the day of your presentation) three possible MC questions for me to include in the MC exam. You will be graded on how well you convey understanding of the article, how well you clarify any questions, creativity of discussion questions, how well you address application of the article to the 'real world,' and quality of MC questions.

### **Debate – 25 pts.**

There will be a debate on individual differences the 4<sup>th</sup> week, **SEPT 10<sup>th</sup>**. See "rubric" and explanation in course materials.

### **Benchmarking Group Project Teams:**

T1 – JM; MN; CW  
T2 – CB; OW; MW

### **Debate Teams**

Cog. Ab – JM; CB; Phys. Ab – MN; OW; Pers. – CW; MW

## COURSE SCHEDULE

Week	Date	Topic	Book Chapter Readings
		Review syllabus; take “extra credit” syllabus quiz by 8/25 classtime	
1	8/20	Introduction/History	Ch. 1
2	8/27	Research Methods/Ind. Diff.	Appendix (certain pages from text – pages 59, bottom – 62 and half of first half of chapter 5, until values section)
3	9/3	Diversity/Org Culture (begin)	Ch. 2
4	9/10	<b>DEBATE ON INDIVIDUAL DIFFERENCES</b>	
5	9/17	Org. Culture/Emotions (begin)	Ch. 16
6	9/24	<b>LOGO PRESENTATION 1</b>	MW; OW
		Emotions (finish)	Ch. 4 -
		Perception, Judgment and Decision-Making	Ch. 6 - MW
7	10/1	<b>LOGO PRESENTATION 2</b>	MN; CB
		Motivation	Chs. 7 & 8 - JM
8	10/8	<b>LOGO PRESENTATION 3</b>	JM; CW
		Work Attitudes/Job Satisfaction	Ch. 3 – OW
9	10/15	<b>MULTIPLE CHOICE TEST 1 (in class; online opens after class)</b>	
		Stress and Coping	parts of Ch. 18 –and perhaps Jex/Britt Ch. 7 –
10	10/22	Organizational Communication	Ch. 11 - CW
11	10/29	Conflict	Ch. 14 - MN
12	11/5	Power	Ch. 13
13	11/12	Groups & Teams	Chs. 9 & 10 - CW
14	11/19	<b>FINAL GROUP BENCHMARKING PROJECT PRESENTATIONS</b>	
	11/21	<b>(FRIDAY) OPTIONAL ROUGH DRAFT RESRCH PROP DUE – to Daus</b>	
14	11/26	<b>THANKSGIVING BREAK – NO CLASS!</b>	
15	12/3	<b>RESEARCH PROPOSALS DUE FOR PEER REVIEW</b>	
16	12/5	<b>WEBPAGE – BENCHMARKING PROJECT DUE</b>	
		<b>PEER REVIEW OF RESEARCH PROPOSALS DUE</b>	
		Leadership	Ch. 12
17	12/8	<b>FINAL RESEARCH PROPOSALS DUE TO ME</b>	
	12/10	<b>MC TEST 2 (in class, online opens after class)</b>	

## POLICIES

### **Late work**

Late work will receive 5% off for each day it is late, including weekends.

**Cell Phone/Computer/Social Networking Use:** Please turn cell phones onto silent/vibrate unless there is an emergency situation – that you let me know about. Computers/laptops are welcome, as long as you are using them for class-related note-taking and activities. If you are using such devices for other purposes, I will give a warning. If I happens again, I will ask you to leave the class. As well, if any such devices are out during an exam, you will receive a failing grade for the exam.

### **Professor Policy on AI Use**

I liked how Dr. Fisher worded it in our I/O orientation: ALWAYS ASK AND ALWAYS DISCLOSE ITS USE. In going over the syllabus, I already have thought of ideas for “good” or potentially good uses of AI such as a first pass at generating a quality Canva-generated executive summary. You MAY NOT use it for any tests, and I will require the respondus lock-down browser for the online exams. You MAY NOT use it for essay writing weekly assignments. I could see potential use for self-help in summarizing articles...perhaps, but only **AFTER YOU YOURSELF HAVE READ THEM**. Using an AI-generated summary of the article will NOT help you learn your chosen occupational field. You must learn how to read and think like a good scientist-practitioner.

**The Psychology Department’s Policy on Plagiarism:** Plagiarism includes presenting someone else’s words without quotation marks (even if you cite the source), presenting someone else’s ideas without citing that source, or presenting one’s own previous work as though it were new. When paraphrasing from another source or your own work, at the very least, the student should change the wording, sentence syntax, and order of ideas presented in the paper. Additionally, you should not submit a paper, or parts of a paper, written to fulfill the requirements of one class for the requirements in another class without prior approval of the current instructor and appropriate citation. Ideally, the student will integrate ideas from multiple sources while providing critical commentary on the topic in a way that clearly identifies whether words and ideas are those of the student or are from another source. Plagiarism is one type of academic misconduct described in SIUE's Student Academic Code (<http://www.siue.edu/policies/3c2.shtml>). University policy states that “Normally a student who plagiarizes shall receive a grade of F in the course in which the act occurs. The offense shall also be reported to the Provost.” (<http://www.siue.edu/policies/1i6.shtml>). The University policy discusses additional academic sanctions including suspension and expulsion from the University. To insure that you understand how to avoid plagiarism, we encourage you to review the information on plagiarism provided on the Department of Psychology web page at <http://www.siue.edu/education/psychology/plagiarism.shtml>.

**Academic misconduct** will be handled in accordance with university policy - <http://www.siue.edu/POLICIES/3c2.html> Academic misconduct as described in this policy includes plagiarism, cheating, falsifying or manufacturing scientific data and/or representing manufactured data to be the result of scientific or scholarly experiment or research, and soliciting, aiding, abetting, concealing, or attempting such acts. Academic misconduct may lead to sanctions ranging from a failing grade on an individual assignment to separation from the University.

### **Department of Psychology Policy on Incomplete grades and Withdrawal**

All withdrawals must be completed by the end of the 13th week of classes during fall and spring, and by a similarly late date (i.e., before 82% of class meetings have occurred) in any summer

term. Grades that apply to students who initiate a withdrawal and grades that apply when a student fails to officially withdraw within established deadlines are determined by university policy (see <http://www.siu.edu/policies/1j1.shtml>). The granting of a grade of I (Incomplete) is not automatic. It is available only in cases when a student has completed most of the work required for a class but is prevented by a medical or similar emergency from completing a small portion of the coursework before the deadline for grade submission. An I must be approved by the instructor with appropriate documentation provided by the student. If an instructor agrees to give a student an I, the instructor will fill out a Memorandum of Incomplete Grade to be kept with the student's records. If the work is not completed by the time specified on the Memorandum, the student's grade will be changed from I to F.

### Department of Psychology Writing Policy

As a student in this course, you will be expected to display university-level writing, which includes completing course assignments that meet the following basic writing criteria. Specifically, all written assignments completed for this course should include:

- clear transitions from sentence to sentence and idea to idea (e.g., paper is organized/flows well);
- verb tense consistency;
- clear and unambiguous sentences and ideas;
- writing that is free of typos, spelling errors, and major grammatical errors;
- properly formatted citations and references (if relevant).

This is by no means an exhaustive list of basic writing skills, but will give you an idea of what we are looking for in our papers. If you feel you need help with your writing, you are encouraged to seek assistance from the writing center on campus (<http://www.siu.edu/is/writing>) or utilize one of the many online resources they have identified to help students (<http://www.siu.edu/is/writing/resources.shtml>). If your graded written assignments fail to meet the basic writing requirements listed above (and any others found to be appropriate by your instructor), the instructor will stop the grading process and return the paper to you.

The penalty for unacceptable writing in this class is as follows: **I will return the paper and you will have a chance to re-write it within one week; 50% of the possible grade will be taken off the top, and then it will be graded as per normal policy.**

**Accommodation and Support:** It is the policy and practice of both me and Southern Illinois University Edwardsville to try to create inclusive learning environments. If there are aspects of the instruction or design of this course that result in barriers to your inclusion or to accurate assessment of achievement—please notify me as soon as possible. Students needing accommodations because of medical diagnosis or major life impairment will need to register with **Accessible Campus Community & Equitable Student Support (ACCESS)** and complete an intake process. Students who believe they have a diagnosis but do not have documentation should contact ACCESS for assistance and/or appropriate referral. The ACCESS office is located in the Student Success Center, Room 1270. You can also reach the office by e-mail at [myaccess@siue.edu](mailto:myaccess@siue.edu) or by calling 618.650.3726. For more information on policies, procedures, or necessary forms, please visit the ACCESS website at [www.siu.edu/access](http://www.siu.edu/access).