

Syllabus Psychology of Work

PSY 4980 - 901

Fall 2012

Course Objectives

- This course provides knowledge, tools, and experiences to help students enter an organization and understand their role in it.
- Students will learn about the organization, the individual's needs in the organization and the symbiotic relationship between the organization and the individual.
- Using research from Industrial/Organization Psychology (I/O) we will use case studies, organizational models, theory and position papers to examines the interaction between an individual and an organization.
- This will result in a comprehensive overview of individuals working in an organization.

Required Texts: We have three texts for this course. Each relates to one of the three units we study. The texts are:



Organizational Development; by Stephen R. Balzac; Publisher: McGraw Hill, 2011, Paperback, 226 pages; ISBN: 978-0-07-174382-2; Cost \$12 to \$15



Crucial Conversations: Tools for Talking when Stakes are High, 2nd Edition by Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler; McGraw Hill, ISBN 0-07-140194-6 Cost \$12 to \$16



How Organizations Work, Taking a Holistic Approach to Enterprise Health; by Alan P. Brache; John Wiley & Sons, 2002; ISBN: 0-471-20033-6 \$25 - \$35.



Blackboard

Blackboard If you have any technical problems, please contact the Help Desk at 866-886-5336 or try the Live Chat at <http://www.utoledo.edu/dl/>. They are open M-T 8:30 to 8:00pm. Monday – Thurs and until 5:00 on Friday; 10:00 to 4:00 on Saturday and 6:00 to 10.00 pm and Sunday.

Academic Integrity Policy: Plagiarism is representing the work of another writer (author or student) as your own. This can be done through:

- direct copying of another writer's words
- paraphrasing ideas, word and sentence structure from another writer without acknowledging its source
- failing to cite source material through a conventional citation system such as MLA or APA.

- submitting work for this course prepared by another student or for another course
- direct cutting and pasting of web source material into your paper (web material is not there for the taking!)

The University's policy on plagiarism may be found in detail in your UT catalog. [<http://www.utoledo.edu/dl/students/dishonesty.html>] Familiarize yourself with it, as I will follow the University's printed policy in penalizing plagiarism.

Home Page

Frequently check the Announcements listed on the home page for current information about the course and actions you may need to take. Also on the home page is the calendar listing important dates.

Course Schedule

The **Course Schedule** lists each week, the module we will be covering, the eLessons and the readings. Modules will begin on Monday at 12:01 a.m. and end at 12:00 midnight on Sunday.

Within each module you will need to do the readings; think about some of the issues presented; do an activity which gives a different perspective on the topic; post your response to three or four module questions on the Discussion Board; and respond to 2 of your classmates.

Discussion Boards

Each week we will begin a new module. You will need to post and respond to 2 other classmates on your Discussion Board. Modules will begin on Monday at 12:01 a.m. and end at 12:00 midnight on Sunday. A rubric is used in which you can receive between 3 to 6 points for your postings. There are 15 discussion boards. You can earn 25 points for posting a **Self- Introduction**. Please read **Discussion Boards** under **Course Information** to make sure you know what I expect in postings.

Exams - There will be 3 **open book** exams that you will take **on-line**. Each exam will cover one of the textbooks for the course. I will provide a study guide for each exam so you will know what to focus on. Each exam has 50 questions and each question is worth 1 point. [50 per exam x 3 exams = 150 points] A variety of questions will be asked including multiple choice, matching and sentence competition. The exams are available at the end

of each Unit. The Final is a case study of Whole Foods in which you will apply what you have learned during the semester. Please check the calendar for the exam dates.

Grades

Your grade in this course reflects three sources: your score on your exams, [which cover the textbooks for each Unit of the course]; the points you earn from your posts on the Discussion Boards [including a self-introduction] and the Case Study at the conclusion of the course.

Item	Number	Points
Self-Introduction (1)	1 at Introduction	25
Discussion Boards (15)	15 Boards earn 3 to 6 each	45 to 90
Exams (3)	50 points for each exam	150
Case Study (1)	50 points at end of semester	50
	Total	270 to 315

The following grading scale will be used

280+ = A
270 - 279 = A-
260 - 269 = B+
250 - 259 = B
240 - 249 = B-
230 - 239 = C+

220 - 229 = C
210 - 219 = C-
200 - 209 = D+
190 - 199 = D
180 - 189 = D-
Below 180 = F

References

This includes a compilation of the 118 media sources, references and resources used in the development of this course. Click on References for the list.



Your Instructor ~ Ann Jones

I have a PhD in Organizational Development and Counseling Psychology and have been an adjunct professor for over 30 years, teaching at universities [Kent State, Cleveland State, University of St. Thomas, University of Minnesota] and community colleges. My work experience has crossed various industries including Ameritrust (Banking); The Cleveland Clinic (health care); American Greetings (manufacturing, sales); Supervalu (wholesale and retail food industry); Ernst and Young (Big 3 Accounting); and, most recently, the University of Minnesota where I was Director of Human Resources for the Academic Health Center's School of Dentistry.

Contact Information: My email address is Ann.Jones@utoledo.edu