

# PSYC 5325: Organizational Behavior

Fall 2023

## Instructor Information

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### Instructor

Nicolette P. Hass, Ph.D.

### Campus Office Number

Life Science Building Room 308

### Office Telephone Number

(817) 272-5480

### Email Address

[nphass@uta.edu](mailto:nphass@uta.edu) (The best way to contact me is by email)

### Faculty Profile

<https://mentis.uta.edu/explore/profile/nicolette-hass>

### Office Hours

Tuesdays 1:00 p.m. to 3:00 p.m. (**Teams meetings preferred**). Please email me to schedule an appointment for Tuesday between 1-3pm or for another mutually convenient day/time.

## Course Information

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### Section Information

PSYC 5325-001

### Time and Place of Class Meetings

Thursday from 2:00 p.m. to 4:50 p.m., Life Science Building, Rm. LS 420. Class will begin on August 24, 2023.

### Description of Course Content

This is a general overview course designed for graduate students with interests in I/O psychology. The course is designed to provide an intensive survey of topics relating to the study of organizational psychology. Some of the topics that will be covered include organizational development and change, leadership, teams, and organizational climate and culture. The structure of class sessions will be directed discussion. Students are expected to attend class prepared for discussion and interaction.

### Student Learning Outcomes

Each week will be devoted to a particular topic. Successful completion of this course will require students to: a) learn and become familiar with each topic's basic concepts and theories; b) learn and understand how to apply those concepts and theories in the workplace; and c) develop and refine the knowledge and skills to function more effectively in today's organizations. Specific learning outcomes include:

1. Articulate and critically assess the current research and practice in organizational psychology.
2. Identify the theoretical approaches related to each major topic area.
3. Interpret the various methodologies used to study each topic area.
4. Give examples of / describe / explain the connections among the various topics.
5. Gain experience presenting and discussing material.
6. Translate technical information and psychological principles into useable applications for practitioners.

## Required Textbooks and Other Course Materials

- Jex, S. M., and Britt, T. W. (2015). *Organizational psychology: A scientist-practitioner approach*. 3<sup>rd</sup> Edition. Wiley: Hoboken, NJ. ISBN: 978-1-118-72407-1
- Additional readings provided on Canvas.

## Descriptions of Major Assignments

There will be one major group project that students will work on throughout the semester and one individual paper summary. Additionally, a variety of in-class activities and assignments will be given throughout the semester. Detailed instructions about course assignments will be communicated on the first day of class. Written instructions will be posted on Canvas, as dictated by the needs of the assignments. There will be no exams in this course.

## Grading Information

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### Grading

Grades will be computed as follows:

- |                                     |                    |
|-------------------------------------|--------------------|
| • Participation*                    | 20% of final grade |
| • Summary paper and presentation    | 20% of final grade |
| • In-class activities / assignments | 20% of final grade |
| • Case for Change project           |                    |
| ○ Consultant                        | 30% of final grade |
| ○ Board member                      | 10% of final grade |

The course grades will be assigned as follows:

A	90 – 100%
B	80 – 89%
C	70 – 79%
D	60 – 69%
F	0 – 59%

**An “A” is not a guarantee in this class; it must be earned by the student.**

Students may at any time during office hours or by appointment throughout the semester confer with the instructor about his/her grades and class progress.

**Note:** Do not necessarily rely on percentages and letter grades provided in Canvas. Those are largely out of my control and may not reflect all calculations. Your grade is based on calculations noted on this syllabus.

### \*Participation

Each student brings to the class knowledge and experience in different areas; thus, I expect and look forward to active contribution by every student. Clearly this cannot be accomplished without having read the assigned materials in advance of class sessions. In part, your class participation grade is based on you coming to class prepared to ask questions, make comments, and constructively contribute to class discussions. Voluntary participation on your part is certainly preferred; however, your participation will be actively encouraged by me, if necessary. Specific participative actions include but are not limited to group and individual class activities, contributing to class discussion, commenting on and addressing questions about the readings, satisfactorily addressing instructor questions, participating in Q&A, etc.

It should go without saying that you are expected to maintain a professional, respectful demeanor at all times. Points will be deducted from your participation grade for inappropriate behavior and you may be asked to leave the classroom.

### Attendance

At The University of Texas at Arlington, taking attendance is not required but attendance is a critical indicator of student success. Each faculty member is free to develop his or her own methods of

evaluating students' academic performance, which includes establishing course-specific policies on attendance. As the instructor of this course, attendance is mandatory and promptness is expected. Participation points will be deducted for unexcused absences and late arrivals (late = anytime after 2:00 p.m. on a regularly scheduled class day).

The U.S. Department of Education requires that UT Arlington have a mechanism in place to verify Federal Student Aid recipients' attendance in courses. UT Arlington instructors are expected to report the last date of attendance when submitting students' final course grades; specifically, when a student earns a course grade of F, instructors must report the last date a student attended their class. For on-campus classes, last date of attendance can be based on attendance rosters or on academic engagements—a test, participation in a class project or presentation, or Canvas-based activity. Online or distance education courses require regular and substantive online interaction and participation. Students must participate in online course activities in Canvas to demonstrate attendance; logging into an online class is not sufficient by itself to demonstrate attendance. The last date of attendance is reported to the U.S. Department of Education for federal financial aid recipients.

### **Grade Grievances**

Any appeal of a grade in this course must follow the procedures and deadlines for grade-related grievances as published in the current University Catalog (see [Grading Policies](#); [Student Complaints](#)). Use the following link to submit a grade grievance to the department: <https://www.uta.edu/academics/schools-colleges/science/departments/psychology/degree-programs/graduate/graduate-resources/student-grievance-form>.

## **Course Schedule**

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A detailed course schedule including topics, required readings, assignments due, etc. will be provided on the first day of class.

## **Additional Course Information**

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### **Communication**

When communicating with faculty members and other professionals, all students are expected to communicate in a professional and formal manner regardless of the media (phone, e-mail, face-to-face, etc.). This includes addressing one's audience using his/her proper title, using proper grammar, and using proper spelling. How one delivers a message is often as important as the message itself. Thus, I expect students to communicate professionally when communicating with me. This includes, but is not limited to, using proper greetings and an appropriate tone. Communications deemed inappropriate will not receive a response.

### **Electronic Mail**

UT Arlington has adopted MavMail as its official means to communicate with students about important deadlines and events, as well as to transact University-related business regarding financial aid, tuition, grades, graduation, etc. All students are assigned a MavMail account and are responsible for regularly checking the inbox. There is no additional charge to students for using this account, which remains active even after graduation. Information about activating and using MavMail is available at <http://www.uta.edu/oit/cs/email/mavmail.php>.

This instructor will use your UT Arlington student e-mail account for official communication regarding this course. Class announcements will also be posted on the Canvas system. I will respond to emails and other messages within 24-48 hours, except for weekends and holidays. My expectation is that you will also respond promptly to my emails.

## **Institution Information**

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UTA students are encouraged to review the below institutional policies and informational sections and reach out to the specific office with any questions. To view this institutional information, please visit the [Institutional Information](https://resources.uta.edu/provost/course-related-info/institutional-policies.php) page (<https://resources.uta.edu/provost/course-related-info/institutional-policies.php>) which includes the following policies among others:

- Drop Policy
- Disability Accommodations
- Title IX Policy
- Academic Integrity
- Student Feedback Survey
- Final Exam Schedule

### **Face Covering Policy**

Face coverings are not mandatory; all students and instructional staff are welcome to wear face coverings while they are on campus or in the classroom.

## **Library Information**

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At the time of this writing, [Troy Christenson](#) is the librarian assigned specifically to assist students and faculty in the Psychology department. You will find useful research information for psychology at <http://libguides.uta.edu/psychology>.

### **Research or General Library Help**

Ask for Help

- [Academic Plaza Consultation Services](http://library.uta.edu/academic-plaza) ([library.uta.edu/academic-plaza](http://library.uta.edu/academic-plaza))
- [Ask Us](http://ask.uta.edu/) ([ask.uta.edu/](http://ask.uta.edu/))
- [Research Coaches](http://libguides.uta.edu/researchcoach) (<http://libguides.uta.edu/researchcoach>)

Resources

- [Library Tutorials](http://library.uta.edu/how-to) ([library.uta.edu/how-to](http://library.uta.edu/how-to))
- [Subject and Course Research Guides](http://libguides.uta.edu) ([libguides.uta.edu](http://libguides.uta.edu))
- [Librarians by Subject](http://library.uta.edu/subject-librarians) ([library.uta.edu/subject-librarians](http://library.uta.edu/subject-librarians))
- [A to Z List of Library Databases](http://libguides.uta.edu/az.php) ([libguides.uta.edu/az.php](http://libguides.uta.edu/az.php))
- [Course Reserves](https://uta.summon.serialssolutions.com/#!/course_reserves) ([https://uta.summon.serialssolutions.com/#!/course\\_reserves](https://uta.summon.serialssolutions.com/#!/course_reserves))
- [Study Room Reservations](http://openroom.uta.edu/) ([openroom.uta.edu/](http://openroom.uta.edu/))

## **Emergencies**

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Should we experience an emergency event that requires evacuation of the building, students should exit the room and move toward the nearest exit – the stairwell to the right upon exiting the classroom. When exiting the building during an emergency, do not take an elevator but use the stairwells instead. Faculty members and instructional staff will assist students in selecting the safest route for evacuation and will make arrangements to assist individuals with disabilities.

In case of an on-campus emergency, call the UT Arlington Police Department at **817-272-3003** (using a non-campus phone), **2-3003** (using a campus phone). You may also dial 911. The non-emergency number is 817-272-3381.

Students are also encouraged to subscribe to the MavAlert system that will send information in case of an emergency to their cell phones or email accounts. Anyone can subscribe at [Emergency Communication System](#).