Course Syllabus and Requirements

Required Text:

Course Grading:
1/2 of your course grade will be determined by your performance on the 3 Quizzes (16.67 points each). The other 1/2 will be earned as a function of your individual and team reports and individual attendance/class participation/performance (50 points).

**Attendance/Class Participation:**
Because this is a hybrid involvement learning course, lack of participation (including absence) deprives other students (especially those on your team) of your potential contributions. Points toward your final course grade will be awarded for each class period and outside meeting that you attend/participate with your group and for which you are prepared (1/2 the points if you are late or have to leave before the end of class). The remaining portion of your grade will be generated by your active involvement in our sessions and your Team's presentations (especially the ones scheduled for 11/19).

**Optional Term Paper:**
A typed paper of approximately 5-15 pages will be due in your drop box by 11/11. The assignment will be to apply course concepts to the interactions of your team. Papers will be graded upon the ability to make extensive application of theories and concepts (i.e., to show how course concepts apply) to your group's interactions. Written instructions and guidance for writing the paper and keeping a journal are contained on our sakai site and will be further discussed in class. Keeping a course journal will greatly enhance your writing the paper. **Papers will not be accepted after 11/11.**

**Exams:**
Because of class size, the quizzes will each consist of approximately 50 multiple choice questions drawn primarily from the textbook and my lectures/our discussions.

**Bonus Points:**
Bonus points toward the exams will be awarded as a result of your and your Team's activities and will be further described in class. There will be three types of bonus point assignments: Threaded Discussion Questions, Application Assignments, and individual/group opportunities. Threaded Discussion Questions will be posted on sakai following specific lectures. To get full credit for a TD Question you must answer the question posted for the week and reply to the comments of two other classmates before the due date. The TDs (open 9/6) are required. The second type of bonus point activity is the Application Assignment. Application Assignments are questions that are meant to help you further apply course material to your group experience. To get full credit you must respond to the questions in paragraph form and directly relate the questions to your group/prior experience. TDs and Application Assignments will be due one week after they are assigned. The third type of bonus point assignment is individual/group opportunities. These will be presented and explained in class.

**Note:** While it is encouraged to include examples from outside of class for your application assignment, you MUST include examples from your class group work.

**Additional Note:**
Assignments are to be completed prior to coming to the sessions for which they are listed. Feel free to read ahead in the text.

**Course Schedule**

**Week 1**

**Sept. 2nd (in class):** Overview of syllabus, sakai, & course and Introduction to I/O Psychology; Activity 2-1 Organizational Dialoguing; Your new team assignment, establishing a Team identity.
**During the week:** Read Ch. 1 & 2; Complete Application Assignment # 1 and Throed Discussion # 1 (found under sakai Forum tab)

**Readings:** Read Chapters 1 and 2

**Week 2**

**Sept. 9th:** Leadership, Situational Leadership viewed individually, then in class Team exercise

**During the week:** Read Ch. 12; Complete Application Assignment # 3, Team Scales; and view Online Group Process (Ch. 12) Lecture

**Due this week:** Journal Entry 1 (Sept. 9th); Threaded Discussion #1 (Sept. 11th); Application Assignment 1 (Sept. 11th), **Reading:** Chapter 13 for class on Sept. 9th.

**Week 3**

**Sept. 16th:** (In Class) Group/Team Processes

**During the week:** Application Assignments 2 & 3..

**Due this week:** Chapter 12 reading, review Group Development, and Journal 2 **Readings:** Read Chapter 12 for class on 9/16.

**Week 4**

**Sept. 23rd (in class):** Communication: Activity 12-1, Task 2 to be done in class in teams

**During the week:** Team online meeting to complete Values Activity and Team Building Exercise: Complete Activity 4-2, Task 1 and Activity 4-4, Task 1 (individually for homework); Then online Teams will complete Activity 4-2, Task 2 and Activity 4-4, Task 2 & 3.

**Due this week:** Application Assmt 2; & 3: Complete Activity 12-1 Task 1 individually; Complete “50 Questions” Questionnaire Sept. 23rd; SIOP Assignment (Sept. 30th); I/O Article (Sept. 30th); Journal # 3 (Sept. 23rd). **Reading:** Chapter 11 for Sept. 23rd.

**Week 5**

**Sept. 30th:** Quiz # 1 (emphasizing chapters 1, 2, 11, 12 and 13)

**During the week:** Read Ch. 8, Open systems view of organizations, Slade Case, (Complete Act. 10-2, Tasks 1 & 3 individually). Complete Act. 10-3, Task 1 and view Motivation online lecture before Oct. 7th class.

**Due this week:** Journal # 4 (Oct. 1st) & 5 (Oct. 7th). **Reading:** Ch. 8; Open systems view of organizations; and the Slade Case,

**Week 6**

**Oct. 7th:** Motivation. Team meeting; prepare Slade Case (Activ. 10-2) Task 1 and 3 and Activity 10-3, Task 1 (individually) and then in class complete case analysis and motivation theory application as a team.

**During the week:** Complete 5 Factor Assessment scale (click on: http://www.personal.psu.edu/j5j/IPiP/ipipneo120.htm).

**Due this week:** 5 factor scale (10/14) **Reading:** Chapter 8 for class Oct. 8th.

**Week 7**

**Oct. 14th:** Job Analysis; Selection; Evaluating Performance

**During the week:** Threaded Discussion # 3; Job Analysis Bonus Activity (due Oct. 27th).
Due this week: Journal # 6 (Oct. 14th)  **Reading:** Chapter 3, 4, 5, 6 for class Oct. 14th

**Week 8**

**Oct. 21st:** Quiz #2 (Ch. 3, 4, 5, 6 & Slade Case and Open Systems reading emphasized)

**During the Week:** Watch "A Class Divided", Read Chapters 7, 9 and 10, view recorded lectures online; Read/Submit Karen Leary case; Threaded Discussion # 2 (Due 10/29). **Reading:** Chapter 7, 9 & 10 for week of Oct. 21st.

**Week 9**

**Oct. 28th:** Karen Leary Role Play/ Dan Dunwoody

**During the week:** Read Chapter 14, View Chapter 14 Online Lecture; Activity 15-4 Task 1. Preliminary planning for Team Presentation.

**Due This Week:** Karen Leary 1-2 page report; Threaded Discussion 4 (Due Nov. 4th). **Reading:** Chapter 14 during the week of Oct. 28th.

**Week 10**

**Nov. 4th:** Activity 15-4 (As a Team), Prepare for Team Presentations.

**Due this week:** Activity 15-4 Task 1a & b completed individually/submitted before 11/4 Team meeting

**Week 11**

**Nov. 11th:** Team Presentations Day 1: Teams 1 & 2.

**Due this week:** Required Journal # 8, due 11/11; Power Point slides and Activity 15-4, Task 2 by 11/11; Application Assignment 4 due Nov. 11th

**Week 12**

**Nov. 18th:** Team Presentations Day 2, (Teams 3 & 4)

**Rest of the week:** Presentation Debriefing Online Meeting: Review class and Instructor feedback, discuss what improvements would have enhanced your Presentation, and conduct Act. 15-4, Task 2 Feedback session, providing feedback to each Team member about his/her strengths/areas where s/he could be stronger in Team interactions. Submit **Debriefing Session Team Report** following online meeting (due Nov. 25th).

**Review for online class meeting week of 11/18:** Team Presentation class feedback (that will be mailed to you).

**Week 13**

**Dec. 2nd:** Organizational structure, Culture, and Development.

**During the week:** Review for Quiz # 3.

**Due prior to this week:** **Debriefing Session Team Report** (due Nov. 25th); and **Journal # 9** (Due Nov. 25th). **Reading:** Chapter 15 for class Dec. 2nd.

**Week 14**

**Dec. 9th:** Quiz # 3 (Chapters 7, 9, 10, 14 & 15 emphasized)