Course Syllabus and Requirements

Required Text:

Course Grading:
60% of your course grade will be determined by your performance on the 2 Quizzes (30 points each). The other 40% will be earned as a function of your individual and team reports and your individual attendance/class participation/performance (40 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 the Team meeting). The remaining portion of your grade will be generated by your active involvement in our sessions and your Team's presentations (especially the one scheduled for 4/28).

Optional Term Paper:
A typed paper of approximately 5-10 pages will be due in your drop box by 4/7. 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 4/7.

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.

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.

For weekly assignments see our 373 Sec. 2 sakai site.
Jan. 21
Week 1 Outline

(in class): Review syllabus and sakai, Introduction to I/O Psychology; Activity 2-1 Organizational Dialoguing;
(Out of class): Methods and Roots of Industrial/Organizational Psychology

Week 1 Assignments:
Readings
Read Chapter 1, 2 and 13
www.SIOP.org

Jan. 28th
Week 2 Outline

Leadership, Situational Leadership viewed individually, then in-class Team exercise
During the week: Read Ch. 12; View Online Group Process (Ch. 12) Lecture

Week 2 Assignments
To be read before class on Jan. 28th (in addition to Ch. 13):
situational_leadership.pdf

To be viewed before class on Feb. 5th:
Chapter 12 - Group Process.mp4

Feb. 4th
Week 3 Outline

(In Class) Group/Team Processes; Working with Your team.
Due this week: Chapter 12 reading, review Group Development.

Week 3 Assignments
Reading:
Chapter 12 for class on Feb. 12th

To be viewed online before class Feb. 12th:
Chapter 12 - Group Process.mp4
Group Development

Feb. 11th
Week 4 Outline

(in class)
Communication: Activity 12-1, Task 2 to be done in class in teams
Due this week: Complete Activity 12-1 Task 1 individually; Complete "50 Questions"; and the "Big Data," "Most inappropriate interview," and How to get a job at Google" readings by Feb. 12th.
Due Next Week: View "A Class Divided" and note 3 things that surprised you. Have you ever felt like you were "wearing a collar? "How was performance affected? Why?  http://www.pbs.org/wbgh/pages/frontline/shows/divided/

Week 4 Assignments
Reading:
Chapter 11 for Feb. 11th
CORNER OFFICE.docx
In Head-Hunting, Big Data May Not Be Such a Big Deal.docx
SundayReview.docx
How to Get a Job at Google.docx
Most Inappropriate Job Interview Ever What to do.docx

To be completed before class Feb. 11th, Bring your notes on these to class:
activity_12-1.pdf
50_Questions.pdf

To be completed during the week:
View "A Class divided” http://www.pbs.org/wbgh/pages/frontline/shows/divided/
Feb. 18th
Week 5 Outline:

Job Analysis; "Class Divided;" **Review for Hourly # 1.**

During the week: Read Ch. 3, Review Ch. 1, 2, 3, 11, 12, & 13, Personal Space (Aiello Clip) Video, A Class Divided, Situational Leadership, Group Development, Job at Google, Big Data, and Most Inappropriate Interview.

Feb. 25th
Week 6 Outline

Hourly # 1 emphasizing Ch. 1, 2, 3, 11, 12, & 13, Personal Space (Aiello Clip) Video, Situational Leadership, Group Development, Job at Google, Big Data, and Most Inappropriate Interview.

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

Read Chapters 4, & 5. Review 5 Factor scale □

**Week 6 Assignments**

**Reading (for the class on March 5th):**

Chapter 4 and 5 **for the class on March 5th**

riggio_ppt_ch03.ppt
riggio_ppt_ch04-5.ppt

Complete 5 Factor Assessment scale (go online for Five Factor assignment below - bring a copy of results to class): Go to [http://www.personal.psu.edu/j5j/IPIP](http://www.personal.psu.edu/j5j/IPIP)

March 3rd
Week 7 Outline : Selection

During the week: Read Ch. 6.

**Week 7 Assignments**

**Reading:**

Chapter 4, & 5 "Corner Office" and "Job at Google" for class March 5th

CORNER OFFICE.docx
Head-Hunting, Big Data May Not Be Such a Big Deal.docx

SundayReview.docx
How to Get a Job at Google.docx

March 10th
Week 8 Outline

Evaluating Performance (in addition to the text chapter read the Harper's article, "Human costs of monitoring"); Training & Development.

During the week: Watch a screencast of "Motivation" and read the Motivation text chapter & "A systems view ...".

**Week 8 Assignments**

**Reading:**

Chapters 6 and 7 and Harper's article, "Human costs of monitoring" for class March 12th.

riggio_ppt_ch06.ppt

Read the Harper's Magazine article on "the Human Costs of Workplace Monitoring".
March 24th
Week 9 Outline

(In Class) A discussion of Motivation in the Workplace.

Due this week: Chapter 8 and the "Open Systems View of Organizations." Make sure to view the Ch. 8 Screencast before our class session.

During the Week (for class on March 31) Chs. 9 & 10; Karen Leary and Dan Dunwoody (Act. 11-1) cases. Complete the Optional paper, if you choose to do it.

Week 9 Assignments

Reading:
Chapter 8 and the "Open Systems View of Organizations" for class on March 26th.

To be viewed online before class March 26th
Chapter 8 - Motivation.mp4

March 31
Week 10 Outline

Job Satisfaction and Stress; Karen Leary Role Play/ Dan Dunwoody.

Due This Week: Chs. 9 & 10; Karen Leary and Dan Dunwoody (Act. 11-1) cases; submit Optional Paper

Due During the week: Read Ch. 15., view my lecture (the Screencast), and begin preparing for review for Hourly # 2.

Week 10 Assignments

karenleary.pdf
Dan Dunwoodie Individual Response

Reading
Chapter 9 & 10 and the 2 cases: Karen Leary and Dan Dunwoodie (Activ. 11-1), for the class session on Nov. 6th.

To be completed for extra credit

Optional Paper Revised
Submit online by TBA and bring hard copy to class (TBA)

April 7th
Week 11 Outline

Organizational Structure, Culture, and Development; Transformational Agility; Review for Hourly # 2.

Due this week: View Ch. 15 screencast and Read Ch.15, Prepare for Hourly # 2.

April 14th
Week 12 Outline

Hourly # 2

Due this week: Chs. 4-10, & 15 and Harper's Monitoring article, Job at Google, Five Factor Scale, Open Systems View of Organizations, Leary and Dunwoodie Cases.
April 21st
Week 13 Outline

Team Meeting to Prepare Team Presentation

**Due this week:** Activity 15-4, done individually for the meeting and then as a Team during the meeting. Make sure to thoroughly review your journal entries for this meeting.

April 28th
Week 14 Outline

**Team Presentations:** Teams 1, 2, 3, & 4. Give me a copy of your powerpoints and Presentation Outline before our class session begins.