LSC Numb Action Date:	n:	UWUCC Number Action: Date:	Use Only:	
	CURRICULUM PROPOUNT CONTROL CO			
l.	Title/Author of Change			
	Course/Program Title: PC 425 Experimental Organizational Psychology Suggested 20 Character Course Title: Expmntl Organizational Psychology Department: Psychology Contact Person: Mario Sussmann, Ph.D.			
II.	If a course, is it being Proposed for:			
•	Course Revision/Approval Only Course Revision/Approval and Liberal Studies Approval Liberal Studies Approval Only (course previously has been approved by the University Senate)			
III.	Approvals  Department Curriculum Committee  College Curriculum Committee	Department Ch College Dean	<u></u>	
	Director of Liberal Studies (where applicable)	Provost (where applicable)		
	*College Dean must consult with Provost before approving curriculum changes. Approval by College Dean indicates that the proposed change is consistent with long range planning documents, that all requests for resources made as part of the proposal can be met, and that the proposal has the support of the university administration.			
IV.	Timetable	•		
	Date Submitted Semester implement	ed: pu	ate to be ublished Catalog:	
	to UWUCC:	_		

# I. Catalog Description

PC 425 Experimental Organizational Psychology 4 credits
3 lecture hours
2 lab hours
(3c-21-4sh)

Prerequisite: 12 credits of psychology (including PC 290) beyond PC 101

Introduces the student to theory, research, and methods in the investigation of human behavior and experience in organizations. Both classical and current literature in the field are discussed. In addition to lecture students will conduct empirical research projects.

### COURSE SYLLABUS

## I. Catalog Description

PC 425 Experimental Organizational Psychology 4 credits
3 lecture hours
1 lab hours
(3c-21-4sh)

Prerequisite: 12 credits of psychology (including PC 290) beyond PC 101

Introduces the student to theory, research, and methods in the investigation of human behavior and experience in organizations. Both classical and current literature in the field are discussed. In addition to lecture students will conduct empirical research projects.

## II. Course Objectives

- 1. Students will become familiar with the history and development of thought about the human side of work and organizations.
- Students will know the essentials of the literature on individual processes, group processes, and the effects of organizational structure on individuals.
- Students will be able to integrate individual, group, and structural effects to understand human experience in organizations.
- 4. Students will will learn about and gain experience with conducting empirical research in organizational psychology.

# III. Course Outline (Note: lectures of 90 minutes are assumed)

- A. History and Schools of Thought (4 lectures)
  - 1. Views of human work
  - 2. Scientific Management
  - 3. Human Relations School
  - 4. Emphasis on human growth potential
  - 5. Structuralism an its critique

- 1. Motivational bases of behavior in organizations
- 2. Psychological analysis of individual needs
- 3. Organizational behavior modification
- 4. Human judgment/decision making in organizations
- 5. Expectancy view of work motivation
- 6. Goal setting view of work motivation
- 7. Equity view of work motivation
- 8. The rewards of work: Job satisfaction
- 9. The rewards of work: The role of compensation
- C. Interpersonal and Group Processes (7 lectures)
  - . Degrees of interaction
  - 2. Group effectiveness
  - 3. Communication processes
  - 4. Interpersonal influence
  - 5. Trait views of leadership
  - 6. Leadership behavior
  - 7. Leadership and participation
- D. Organizational Structure (3 lectures)
  - 1. Structure and design of organizations
  - 2. Organizational environments and behavior
  - 3. The effects of technology on behavior
- E. Work Systems (2 lectures)
  - 1. Individual job design and behavior
  - 2. Group work systems and behavior
- F. Lab projects
  - Class projects (all projects include preparation of a report)
    - Assessment of needs and preferences
    - b. Measurement of job satisfaction
    - c. Measurement of leadership styles
    - d. Organizational systems assessment
  - 4. Individual project

Students plan, execute, and report an empirical project in organizational psychology. A written APA style report and an oral presentation during finals will be required. Progress will be monitored throughout the semester.

IV. Evaluation Methods

60% Tests. Three tests, each covering 8-9 lectures, consisting of short-essay questions. Each test counts for 20% of the course grade.

20% Class laboratory projects. Each report will count for 5% of the course grade.

20% Individual project. The grade is based on rate of progress through the semester, quality of design, and the written and oral reports.

## V. Required Textbooks and Readings

Textbooks: Schein, E.H. (1980). <u>Organizational Psychology</u>. 3rd ed. Englewood Cliffs, NJ: Prentice-Hall.

Staw, B.M. (Ed.) (1991). <u>Psychological</u>
<u>Dimensions of Organizational Behavior</u>. New
York: Macmillan.

Steers, R.M. & Porter, L.W. (Eds.) (1991).

<u>Motivation and Work Behavior</u>. 5th ed.

New York: McGraw-Hill.

VI. Special Resource Requirements

None.

VII. Bibliography

Dunnette, M.D. & Hough, L.M. (Eds.) <u>Handbook of Industrial and Organizational Psychology</u>. 2nd ed. Palo Alto, CA: Consulting Psychologists Press.

Vol. 1: 1990 Vol. 2: 1991 Vol. 3: 1992

Katz, D. & Kahn, R.L. (1978). The Social Psychology of Organizations. 2nd. ed. New York: Wiley.

March, J.G. & Simon, H.A. (1958). Organizations. New York: Wiley.

McGrath, J.E. (1984). <u>Groups: Interaction and Performance</u>. Englewood Cliffs, NJ: Prentice-Hall.

Miner, J.B. (1980). <u>Theories of Organizational Behavior</u>. Hinsdale, IL: Dryden.

Miner, J.B. (1982). <u>Theories of Organizational Structure and Process</u>. Chicago: Dryden.

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- Pinder, C.C. (1984). <u>Work Motivation: Theories, Issues, and Applications</u>. Glenview, IL: Scott, Foresman.
- Roberts, K.H., Hulin, C.L., & Rousseau, D.M. (1978). <u>Developing</u>
  <u>an Interdisciplanary Science of Organizations</u>.
  San Francisco: Jossey-Bass.
- Schein, E.H. (1985). <u>Organizational Culture and Leadership: A Dynamic View</u>. San Francisco: Jossey-Bass.
- Smith, P.C., Kendall, L.M., & Hulin, C.L. (1969). The Measurement of Satisfaction in Work and Retirement. Chicago: Rand McNally.
- Vroom, V.H. (1964). Work and Motivation. New York: Wiley.
- Weick, K.E. (1979). The Social Psychology of Organizing. 2nd ed. Reading, MA: Addison-Wesley.
- Yukl, G.A. (1989). <u>Leadership in Organizations</u>. 2nd ed. Englewood Cliffs, NJ: Prentice-Hall.

#### COURSE ANALYSIS QUESTIONNAIRE

## A. Details of the Course

- A1. This course will be required for majors in Psychology:
  Applied Track. It provides them with an opportunity to look
  at behavior in organizations with the eyes of a researcher.
  This course is also open to all who meet the prerequisites.
- A2. This course does not require changes in other courses.
- A3. This course combines both lecture and laboratory activities typical for Psychology lab courses.
- A4. This course has been offered as a special topic during the Spring 1992 term with an enrollment of 16. Average enrollment for the corresponding lecture section was 13-14 over the last few years.
- A5. The course is not intended to be dual level.
- A6. This course is not to be taken for variable credit.
- A7. A lecture version of this course is offered at Bloomsburg University of Pennsylvania. Many universities with large psychology programs offer a course in this area, e.g., the University of Illinois offers this content under the name "Social Psychology of Organizations". IUP did offer this course for years in the lecture only format. It is the policy of the Psychology Department at IUP to offer a variety of courses in a laboratory format.
- A8. The content of this course is not explicitly required or recommended by an external agency.

## B. Interdisciplinary Implications

- B1. This course will be taught by one instructor.
- B2. No additional courses are needed for this course.
  - B3. The content of this course does not differ substantially from the content of PC 420 as it was offered for years, except for updating. The change consists in the addition of a lab and emphasis on research. It does not expand into content previously not covered by PC 420.
- B4. This course is not designed for students in continuing education. The course is available to anyone who meets the prerequisites.

# C. <u>Implementation</u>

### C1. Resources

- a. No new faculty needed to teach this course.
- b. Current space allocations are adequate to offer this course.
- c. No special equipment is needed.
- d. The department budget is sufficient for the supplies of this course.
- e. Library holdings are adequate.
- f. No travel funds are needed.
- C2. No grant funds are connected with this course.
- C3. This course will be offered once a year, usually in the Fall term.
- C4. One section at a time will be offered.
- C5. As a content psychology laboratory course this PC 425 will accommodate 16 students in a section.
- C6. No special recommendations for enrollment do exist.
- C7. This course is a requirement in the Psychology: Applied Track curriculum. It replaces the PC 420 requirement and adds one credit to the requirements. It does not increase the 124-credit program for this major.

## D. <u>Miscellaneous</u>

In recent years PC 420 Psychology of Organizations (3sh) had been taught in two forms: One section for psychology majors (usually in the Fall term) with a PC 290 (which by itself has PC 101 and MA 217 as prerequisites) prerequisite, and a section for non-majors (usually in the Spring term) with a PC 101/MA 217 prerequisite. The majors section emphasized the psychological research methodology aspects, while the non-majors section was a survey course in the specialty. This proposal develops the majors section. Concurrently a name and number change is submitted for the non-majors section. New course numbers are proposed to clarify the distinction and to reduce confusion.



Indiana, Pennsylvania 15705

Date:

May 7, 1993

To:

Dr. Hilda Richards

Provost

From:

William G. Cale O C. C. AK

Dean, NS&M

Subject: Curriculum Proposals

Attached please find several curriculum proposals submitted by departments in the College of Natural Sciences and Mathematics. Program changes for the BS in Education/Biology, BS in Geology, BS in Environmental Geoscience, BA in Psychology, and BA in Psychology/Applied Track, will not require an increase in the number of credits required or faculty workload hours.

Similarly, the proposed new courses do not necessitate additional resources. Those courses, BI 450/550 Pymatuning: Field Studies, MA 320 Mathematics for Early Childhood, PC 315 Experimental Developmental Psychology, PC 335 Experimental Social Psychology, PC 345 Human Cognition, PC 355 Animal Behavior, PC 356 Biopsychology, PC 390 Industrial- Organizational Psychology, PC 425 Experimental Organizational Psychology, are proposed in place of courses earlier deleted, courses previously offered as Special Topics, or as an alternative choice between laboratory or lecture versions of existing offerings. There will be no increase in the number of credits required and present faculty are well qualified to teach the proposed courses.