

PSY 2220 PSYCHOLOGY IN THE WORKPLACE
SPRING, 2018
SYLLABUS
Dr. [L.F.I. Murillo](#)

Contact Information

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Availability

I am always available via email, and can always make an appointment to meet.

Course Description

We will examine management theory through the prism of Psychology. On the way we will discuss emotion, personality, social cognition, group dynamics and how they impact human interactions, attitudes, decision making, and cohesion in the workplace.

Learning Objectives

- ☐ Students will develop a foundational knowledge in the basic areas of the discipline
- ☐ Students will understand how psychological principles can be applied to the workplace
- ☐ Students will be competent comprehending scholarly literature
- ☐ Students will understand ethical principles as they apply to management psychology

Required Text and Materials

Jerald Greenberg, Managing Behavior in Organizations, Pearson, Prentice Hall

Course reader:

Joyce S. Osland, D. A. Kolb, I. M. Rubin, "The Organizational Behavior Reader"
with fundamental research articles.

Case studies.

Some materials will be shared to dropbox.

Assignments and Grading

Grades will be based on

Class Participation:	15%
Midterm:	20%
Quizzes	15%
Term Paper:	20%
Resumé/cover letter	10%
Final:	20%

Honor Code

You are expected to adhere to the McDaniel College academic honor code. Plagiarism or cheating on a test will result in a zero for the given assignment and other possible sanctions.

Course Policies

Participation implies attendance and making your voice heard; absences will be noted and will adversely affect your final participation grade.

Semester Schedule

Jan 29	Introduction. Theory X and Theory Y. Taylorism. Hawthorne Effect. History of Organisational Psychology
Jan 31	Ethics, Justice, Corporate Social Responsibility Article: The Psychological Contract (Denise M. Rousseau)
Feb 5/7	Leadership (Paul Drucker), How to Earn Your Employees Commitment By Gary Dessler
Feb 12/14	INDIVIDUAL BEHAVIOUR / PERSONALITY, EMOTIONS Myers-Briggs Personality Inventory Learning/Adapting to the World of Work p.94
Feb 19/21	Theories of Managing People (Henry Mintzberg p.34 in the reader) Human Side of Management Discussion of “Mastering Competing Values, An Integrated Approach to Management” by Robert E. Quinn (p.58 in the reader)
Feb 26/28	STRESS – definition, causes, major causes. Reducing stress in the work place.
March 5/7	“Individual and Organisational Learning” by Marilyn Wood Daudelin p.67 “The Leader’s New Work: Building Learning Organization” by Peter M. Senge p.74
March 12/14	Attitudes and Motivation: What Motivates People to Work?
March 19	Review

March 21	MIDTERM
Spring Break	Email CV/ 2 Jobs and Coverletter by Apr. 2 <u>luisfernando.murillo@gmail.com</u>
Apr 4	“The Urge to Achieve” by McClelland p.94 and “Motivation a diagnostic approach” by David A. Nadler p.96 if possible, summary of “Recognizing Contribution: Linking Rewards to Performance” by Kouzes and Pozner p. 104
Apr 9/11	INTERPERSONAL BEHAVIOUR Ch. 7 & 9 Group Process and Work Teams The basic building block of group dynamics
Apr 16/18	Critical Success Factors for Creating Superb Self-Management Teams by Ruth Wageman p. 231 “Virtual Teams: The New Way to Work” by Jessica Lipnack p.242
Apr 23/25	Ch.8 & Ch.10 Organisational Communication and Making Decisions in Organisations
Apr. 30	Ch. 11 Conflict and Negotiation “How Management Teams Can Have a Good Fight” Eisenhardt p. 285
May 2	Final paper due at the beginning of class; hard copy, proof read and spell-checked Managing Diversity p.309 (reader)
May 7/9	“Cultural Constraints in Management Theories” by Geert Hofstede p.345

See the Student Handbook for policy on absences.

May 14	Review
May 16	FINAL