

COURSE INFORMATION

DEPARTMENT SOCIAL SCIENCES DATE Sept. 1982

PSY 340 Organizational Psychology 3  
NAME & NUMBER OF COURSE DESCRIPTIVE TITLE SEMESTER HOURS  
CREDIT

CATALOGUE DESCRIPTION: An introduction to the nature of Organizations and an examination of the factors that influence individual functioning in organizational settings. The course will focus on those aspects of the organizational environment that are crucial to effective individual and organizational functioning. The course will emphasize theories and techniques of psychologists and other behavioral scientists in studying behavior in organizations and dealing with organizational problems.

COURSE PREREQUISITES: PSY 200 or PSY 207

COURSE COREQUISITES:

HOURS PER WEEK FOR EACH STUDENT.	LECTURE	<u>1</u> HRS.	FIELD EXPERIENCE	<u>        </u>
	LABORATORY	<u>2</u> HRS.	STUDENT DIRECTED LEARNING	<u>        </u>
	SEMINAR	<u>1</u> HRS.	OTHER (SPECIFY)	<u>        </u>
				TOTAL <u>4</u>

COLLEGE CREDIT TRANSFER  COLLEGE CREDIT NON-TRANSFER  NON-CREDIT

TRANSFER INFORMATION  
EQUIVALENT COURSES  
UBC Psych (1 1/2 may not take for credit  
SFU Psych (3) Psych 415)  
OTHER U.Vic. Psych(1 1/2) 200 level

UNASSIGNED CREDIT  
specify if assigned within a discipline or a faculty

COURSE DESIGNER \_\_\_\_\_ DEAN OF CURRICULUM AND INSTRUCTION \_\_\_\_\_

DEPARTMENT HEAD \_\_\_\_\_ PRINCIPAL \_\_\_\_\_

## NAME AND NUMBER OF COURSE

COURSES FOR WHICH THIS  
IS A PREREQUISITE:

## RELATED COURSES:

PSY 140 - Human Relations and Organizational  
Behavior

## TEXTBOOKS, REFERENCES, MATERIALS (LIST READING RESOURCES ELSEWHERE)

Texts such as the following examples:

- a) Porter, L.W., Lawler, E.E. Hackman J.R. Behavior in Organizations Toronto McGraw Hill 1975 (561)
- b) Bass, B.W. & Ryterbank E.C. Organizational Psychology (2nd Ed.) Tor. Allyn and Bacon, 1979 (562)

Readers such as the following examples:

- a) Deci, E.L., Gilmer, B. and Karn, H.W. Readings in Industrial and Organizational Psychology  
Toronto, McGraw Hill 1972.
- b) Gilson, J.L. Hancevick, J.M. and Donnelly, J.H. Readings in Organizations: Behavior,  
Structure Process 3rd Ed. Georgetown, Ontario. 1979.

## COURSE OBJECTIVES, CONTENT, METHOD, EVALUATION:

OBJECTIVES:

- The student will gain an understanding of the nature of organizations and the relationship of the individual to the organization.
- The student will learn to apply social science methodology to the analysis and solution of organizational problems.
- The student will become familiar with important psychological theories relating to effective organizational functioning.
- The student will gain some insight into effective management of human resources in Organizations
- The student will gain some insight into his/her own effective participation in organizations

CONTENT: (will include all or most of the following)

1. Organizations - An Introduction
  - the nature of organizations
  - the varieties and structures
  - modern organizational theory
2. Individuals in organizations
  - individual vs. organization
  - individual differences and organizational role
  - selection and allocation
3. Motivation, compensation and satisfaction
  - psychological contract
  - needs, rewards and satisfaction
  - design of organizational role
  - studying attitudes and morale
4. Communication
  - the nature of communication in organizations
  - interpersonal perception and interpersonal communication
  - effective communication and organizational performance

Content, continued

5. Leadership and Supervision
  - characteristics and styles of leadership
  - supervision as an organizational role and on interpersonal process
  - the effectiveness of various styles of leadership and supervision
  - control, influence and discipline
6. Groups and Inter-Group Relations
  - the importance of peer groups
  - group cohesiveness
  - cooperation and competition between groups
7. Managing Conflict
  - interpersonal conflict and its resolution
  - intergroup conflict and its resolution
  - labor-management conflict
8. Decision Making
  - power influence and authority
  - processes of decision making and problem solving
  - participative management
  - time management
9. Managing Organizational Growth and Change
  - training and development
  - awareness and responsiveness to the need for change
  - planning and management of a change program
10. Using Psychological Knowledge in Organizations
  - goal setting
  - personnel selection, placement and evaluation
  - training and career development
  - organizational analysis and assessment
  - decision making and problem solving.

METHOD:

Lectures, seminars, laboratory experiences, audio-visual presentations, field trips, guest speakers, etc. are all appropriate methods for this course and a variety of methods will be utilized.

EVALUATION:

This course will provide a variety of evaluation procedures which will contribute toward the final grade.

For Example:

- Examination of lecture and text materials in quizzes, mid-term and final exams	...	50%
- Preparation and presentation of seminar or research paper	...	20%
- Semester group project	...	20%
- Class participation/Instructor evaluation	...	10%
		<u>100%</u>

Grades will be assigned as follows:

A	86 - 100%		
B	71 - 85%	P	46 - 55%
C	56 - 70%	N	0 - 45%