PSY 661 Organizational Change and Improvement
COURSE SYLLABUS: Fall 2015

Professor: Dr. Stephen Reysen
Class Location: Online
Office Location: Binnion 213
Office Hours: M 8:00AM to 1:00PM, and by appointment
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COURSE INFORMATION

**Course Description:** In this course we will cover the fundamental theories and research conducted in industrial organizational (I/O) psychology. We will cover both classic and modern psychological research. There is no textbook for this class. Instead we will read journal articles and book chapters each class. I will have these available on ecollege. The purpose of the readings is to give you an understanding of (1) early I/O research, (2) modern I/O research, and (3) how I/O research is conducted. Due to the breadth of the research that has been conducted in I/O psychology it is impossible to cover every theoretical contribution. Therefore, I have selected what I believe to be key writings in the field.

COURSE REQUIREMENTS

**Grading:** Grades will be based on reaction papers (11 reaction papers in total) and a final research proposal paper. Reaction papers (1/2 page single-spaced) are due by Sunday at 11:59PM for that week (feel free to work ahead). You can write about one article or all the articles in a given week. There is no specific requirement for these reaction papers except to show that you have thought about the concepts presented in the class readings. The reaction papers should be written in a word document (to catch spelling and grammar errors). The text should then be copied and pasted into the discussion section of eCollege. The final research proposal is a serious proposal of research. This paper should not exceed 15 pages (double spaced, times new roman 12-point font, .rtf or .doc or .docx format). In the proposal you will review some relevant literature, state a hypothesis, and then propose a study that directly tests your hypothesis. The research proposal can be on any topic you wish to write about (does not have to be an I/O topic). Please discuss this paper with me before beginning.

**Assessment:**
- Reaction papers: 110 points
- Research proposal: 80 points

TECHNOLOGY REQUIREMENTS
You will need access to a computer with internet to access eCollege.

### COMMUNICATION AND SUPPORT

**Interaction with Instructor:**
Please feel welcome to contact me in person during office hours, before or after class, online through University email or schedule an appointment to meet with me. All email should receive a response within 48 hours. If you have not received a response then assume your email did not go through and please try again to make contact. All email should include student’s last name, first name, course name and brief description of the reason for contact.

### COURSE AND UNIVERSITY PROCEDURES/POLICIES

**Student Behavior:** My expectations in this area should be very simple to fulfill. (1) Immaturity will NOT be tolerated! (2) Respect: Given the nature of this course, we may discuss issues that some of you may find embarrassing, uncomfortable, and/or even “inappropriate.” To remain in this class, you must be respectful of others and maintain a mature and professional manner at all times. Failure to do so will result in your expulsion from the course. (3) The Student’s Guidebook addresses the issues of academic cheating and plagiarism. These are a breach of conduct, and students are subject to disciplinary actions. It’s simple. Do NOT cheat (to cheat is to act dishonestly or unfairly in order to gain an advantage) or plagiarize (to plagiarize is to take the work or idea of someone else and pass it off as one’s own)!

**Recording:** Course materials prepared by the instructor, together with the content of all lectures and review sessions presented by the instructor are the property of the instructor. Video and audio recording of lectures and review sessions without the consent of the instructor is prohibited. On request, the instructor will usually grant permission for students to audio tape lectures, on the condition that these audio tapes are only used by the individual making the recording. Unless explicit permission is obtained from the instructor, recordings of lectures and review sessions may not be modified and must not be transferred or transmitted to any other person, whether or not that individual is enrolled in the course.

**University Closing Due to Inclement Weather:** University closing information will be posted on the web at http://web.tamuc.edu. Information will be forwarded to radio station KETR (88.9 FM); Dallas-area television stations KDFW (Channel 4), KXAS (Channel 5), and WFAA (Channel 8); and, Tyler/Longview-area television station KLTV (Channel 7).

**Changes to Class:** Minor changes may be made to this schedule; modifications will be announced in class. Students that do not attend class are responsible for the alterations made to the syllabus.

**Students with Disabilities:**
The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:
Office of Student Disability Resources and Services
Week 1: Aug. 31 to Sept. 6
Introduction, Syllabus

Week 2: Sept. 7 to Sept. 13

Week 3: Sept. 14 to Sept. 20

Week 4: Sept. 21 to Sept. 27

Week 5: Sept. 28 to Oct. 4

**Week 6: Oct. 5 to Oct. 11**

**Week 7: Oct. 12 to Oct. 18**

**Week 8: Oct. 19 to Oct. 25**

**Week 9: Oct. 26 to Nov. 1**

**Week 10: Nov. 2 to Nov. 8**


**Week 11: Nov. 9 to Nov. 15**


**Week 12: Nov. 16 to Nov. 22**


**Week 13: Nov. 23 to Nov. 29: THANKSGIVING**

[No Reaction Paper]

**Week 14: Nov. 30 to Dec. 6**

[No Reaction Paper: Work on Final Research Proposals]

**Week 15: Dec. 7 to FRIDAY Dec. 11**

[No Reaction Paper: Work on Final Research Proposals]

Final Research Proposal Papers are DUE on Friday December 11th on eCollege dropbox (you may also want to email me a copy just in case).