

COURSE: PSYC 2801 R
INTRODUCTION TO ORGANIZATIONAL PSYCHOLOGY

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Term	Winter, 2021
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COURSE DESCRIPTION/INSTRUCTORS STATEMENT

Why do people behave the way they do in work settings? How can organizations simultaneously maximize worker satisfaction and organizational effectiveness? Are certain personalities best suited to particular jobs? How do people respond to jobs that are boring or mentally challenging or even physically exhausting? What motivates people at work? Is it money, status, or relationships with co-workers? How can organizations ensure that their employees are healthy, happy and motivated? These are just a few of the many questions we will address in this course. PSYC 2801 will provide an introduction to organizational psychology, a scientific discipline that applies psychological principles, theory and research to the workplace and other organizations. Core topics in PSYC 2801 will include recruitment and selection, performance management, leadership, motivation, job satisfaction, counterproductive work behaviours, and work stress and health.

EVALUATION

Evaluation in this course will be based on a written assignment (consisting of short answer responses to an organizational case), a midterm exam, and a final exam.

TEXT

Kelloway, E.K., Catano, V. M. & Day, A. L. (2011). *People and Work in Canada: Industrial and Organizational Psychology*. Toronto, ON: Nelson Education. (Also available as an e-book.)