

**Macro Organizational Science I (PSYC 6611 , OSCI 8611 )**  
**Spring 2008, T 2:00-4:45 p.m., Colvard 4120**

**Instructor:** Linda Shanock

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**Instructor's office hours:** Mondays 1:00-2:00; Wednesdays 3:15-4:15

**OBJECTIVES OF THE COURSE:**

This course is designed to introduce students to a wide variety of topics in organizational science, derived from research in organizational psychology and organizational behavior, as well as organizational communication and sociology. The major objective of this course is for students to gain a basic understanding of the conceptual and empirical knowledge in the areas of motivation, job attitudes, communication processes and systems, leadership, emotion in the workplace, teamwork, job stress, work design, and decision making.

**STRUCTURE OF THE COURSE:**

The course will be structured primarily as a combination of lecture and discussion on the scheduled topics. Throughout the lecture portion, we will discuss questions and issues as they arise based on the material presented. In addition, each week one or more of you will be responsible for presenting us with a "bio" of an organizational scientist whose work is relevant to the topic we are covering. More details about this assignment are listed at the end of this syllabus. Also, approximately 20 minutes of class time most weeks will be devoted to working on your group final project. Finally, during two of our class sessions, we will have guest speakers, and the last day of class will be devoted to presentations of your final projects.

**GRADES:**

Grades will be based on the criteria listed below.

- Participation (participating in class discussions by raising thoughtful questions and comments) (10%)
- Bio presentation on an organizational scientist or practitioner – see details below (10%)
- Mid-term –take home exam, essay format (30%)
- Final exam - take home exam, essay format (30%)
- Final project (see details below) (20%)

Grades for all assignments and your final grade will be based on the following scale:

90-100=A; 80-89=B; 70-79=C; there shouldn't be anything lower than this, you are graduate students! :)

## SCHEDULE OF TOPICS AND ASSOCIATED READINGS:

### 1/15 – Introduction

### 1/22 – Work Motivation

- Donovan, J. (2002). Work motivation. In D. Ones et al. (Eds), *Handbook of Industrial, Organizational, and Work Psychology*. London: Sage Publications.
- Bandura, A., & Locke, E. (2003). Negative self-efficacy and goal effects revisited. *Journal of Applied Psychology, 88*, 87-99.
- Hodson, R. (1999). Management citizenship behavior: A new concept and empirical test. *Social Problems, 46* (3), 460-478.

Bio presenter: Linda Shanock

### 1/29 – Guest Speaker: Scott Mondore, Senior Consultant, Morehead Associates (one hour)

& then Linda Shanock will present on Attitude theory

- Ajzen, I. (1991). The theory of planned behavior. *Organizational behavior and Human Decision Processes, 50*, 179-211.
- Salancik, G. R., & Pfeffer, J. (1978). A social information processing approach to job attitudes and task design. *Administrative Science Quarterly, 23*, 224-253.

### 2/5 – Job Satisfaction

- Job Satisfaction; Job Satisfaction Measurement. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.
- Judge, T. A., Parker, S. K., Colbert, A. E., Heller, D., & Ilies, R. (2001). Job satisfaction: A cross-cultural review. In N. Anderson, D.S. Ones, J.K. Sinangil, and C. Viswesvaran (Eds.), *Handbook of Industrial, Work and Organizational Psychology (Vol 2., pp.25-52)*.
- Kalleberg, A. & Loscocco, K. A. (1983). Aging, values, and rewards: Explaining age differences in job satisfaction. *American Sociological Review, 48*, 78-90.

Bio presenter(s): \_\_\_\_\_

### 2/12 – Organizational justice

- Gilliland, S. W., & Chan, D. (2001). Justice in organizations: Theory, methods, and applications. In N. Anderson, D.S. Ones, J.K. Sinangil, and C. Viswesvaran (Eds.), *Handbook of industrial, work and organizational psychology (Vol 2., pp. 143-165)*.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology, 86*, 425-445.
- Colquitt, J. A., Scott, B. A., Judge, T. A., & Shaw, J. C. (2006). Justice and personality: Using integrative theories to derive moderators of justice effects. *Organizational Behavior and Human Decision Processes, 100*, 110-127.

Bio presenter(s): \_\_\_\_\_

### **2/19 – Organizational support & Employee commitment**

- Aselage, J. & Eisenberger, R. (2003). Perceived organizational support and psychological contracts: A theoretical integration. *Journal of Organizational Behavior*, 24, 491-509.
- Meyer, J.P., Stanley, D. J., Herscovitch, L., & Topolnytsky, L. (2002). Affective, continuance, and normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61, 20-52.
- Ray, E. B. (1993). When the links become chains: Considering the dysfunctions of supportive communication in the workplace. *Communication Monographs*, 60, 106-111.

**Bio presenter(s):** \_\_\_\_\_

### **2/26 – Communication Systems and Processes**

- Axley, S. R. (1984). Managerial and organizational communication in terms of the conduit metaphor. *Academy of Management Review*, 9, 428-437.
- Morrison, E. W. (2002). Information seeking within organizations. *Human Communication Research*, 28, 229-242.
- Monge, P. R., Rothman, L. W., Eisenberg, E. M., Miller, K. I., & Kristie, K. K. (1985). The dynamics of organizational proximity. *Management Science*, 31, 1129-1141.

**Bio presenter(s):** \_\_\_\_\_

### **3/4 – No class – Spring Break**

### **3/11 – Leadership**

- Den Hartog, D. N., & Koopman, P. L. (2001). Leadership in organizations. In N. Anderson, D.S. Ones, J.K. Sinangil, and C. Viswesvaran (Eds.), *Handbook of industrial, work and organizational psychology (Vol 2., pp. 166-187)*.
- Yukl, G. (1999). An evaluation of conceptual weaknesses in transformational and charismatic leadership theories. *Leadership Quarterly*, 10, 285–305.
- Leader-Member Exchange. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

**Bio presenter(s):** \_\_\_\_\_

**\*ALSO, TAKE HOME MIDTERM WILL BE HANDED OUT: DUE TUESDAY, MARCH 18<sup>th</sup>\***

**3/18 – Guest Speaker: Bill Gentry, Senior Research Associate, Center for Creative Leadership**

### 3/25 – Emotion in the Workplace

Rafaeli, A. & Sutton, R. I. 1987. Expression of Emotion as Part of the Work Role. *Academy of Management Review*, 12(1): 23-37.

Brief, A. & Weiss, H. 2002. Organizational behavior: Affect in the workplace. *ANNUAL REVIEW OF PSYCHOLOGY*, 53: 279-307.

Bartel, C.A. and Saavedra, R.(2000) The Collective Construction of Work Group Moods. *Administrative Science Quarterly*, 45, p.197-231.

**Bio presenter(s):** \_\_\_\_\_

### 4/1 – Decision making

Lens model. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Highhouse, S. (2001). Judgment and decision-making research: Relevance to industrial and organizational psychology. In N. Anderson, D.S. Ones, J.K. Sinangil, and C. Viswesvaran (Eds.), *Handbook of industrial, work and organizational psychology (Vol 2., pp. 314-331)*.

Dunegan, K. J. (1993). Framing, cognitive modes, and image theory: Toward an understanding of a glass half full. *Journal of Applied Psychology*, 78(3), 491-503.

Group decision making. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

**Bio presenter(s):** \_\_\_\_\_

### 4/8 – Teamwork

Team based rewards, team building. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Guzzo, R. A., & Shea, G. P. (1992). Group performance and intergroup relations in organizations. In M. Dunnette and L. M. Hough (Eds.), *Handbook of industrial and organizational psychology, Vol. 3*. Palo Alto, CA: Consulting Psychologists Press, Inc., 269-313.

Cohen, B. P., & Zhou, X. (1991). Status Processes in Enduring Work Groups. *American Sociological Review*, 2, 179-188.