



SAINT LOUIS UNIVERSITY  
MADRID

**PSY 4410: Organizational Psychology  
Fall 2023**

**Credit(s):** 3  
**Prerequisite(s):** PSY 1010  
**In-Person Class Time:** TR, 6:30pm -7:45 pm (Madrid time)  
**Classroom:** SIH/PRH/PAH-000  
**Instructor:** Valeriya Sidelkivska  
**Instructor's Email:** sidlkivskav@slu.edu  
**Instructor's Phone:** (+34) 91 554 58 58, ext. 000  
**Office:** San Ignacio Hall, 1ST floor, office 116  
**Office Hours:** TR, 17:30-18:30 (Madrid time) and by appointment

**Course Description:** Interaction among person, environmental and organizational factors as they relate to such topics as personnel selection, motivation, job satisfaction, management, leadership, etc. in profit-making organizations.

**Course Goals and Student Learning Outcomes:** The primary goal of this course is to provide students with the necessary information to identify, understand, and apply key psychological theories and concepts relevant to organizational psychology. Specifically, this course is designed to achieve several objectives:

- I. GOAL. Knowledge and Understanding of Psychology
  1. Course objective: Develop an educational foundation for understanding organizational psychology.
  2. Learning outcomes: Students will demonstrate appropriate use of psychological terminology related to theories and concepts related to organizational psychology.
- II. GOAL. Scientific Inquiry and Critical Thinking
  1. Course objectives: Develop the skills needed to critically evaluate the research literature in organizational psychology.
  2. Learning outcomes: Students will be able to critically evaluate the quality of published works based on how the evidence has been acquired.
- III. GOAL. Ethical and Social Responsibility in a Diverse World
  1. a. Course objective: Develop an appreciation for the variabilities in cognition across different social and cultural contexts.
  2. b. Learning outcomes: Students will recognize specific instances that document how cognition contribute to the human diversity.
- IV. GOAL. Communication

1. Course objective: Develop the skills needed to design effective communication products that promote public consumption of research findings from the field of organizational psychology.
  2. Learning outcomes: Students will apply existing research findings and/or present plausible arguments based on the organizational research findings in written, oral, and/or visual presentation form.
- V. GOAL. Professional Development
1. Course objective: Develop an awareness of the roles of organizational psychology principles, concepts, and/or research findings in everyday contexts.
  2. Learning objectives: Students will identify the relevance of organizational psychology research as they apply to educational, health care, and/or other everyday contexts.

**Technology Requirements:** You will need regular access to a computer with an internet connection. High speed broadband access (LAN, Cable or DSL) is highly recommended for the optimal learning experience. Additional requirements include accessing and using Canvas.

**Communication Norms:** Students are expected to check their “@slu.edu” email daily. Campus and course announcements will often be handled by e-mail. Students and the instructor are expected to respond to emails within 72 hours. Office hours are by appointment.

**Netiquette:** Certain behavioral codes are expected when you communicate with both your peers and your instructors in any learning environment. For online-course discussions and emails, these codes are referred to as netiquette. For further information, , please see:

[https://rise.articulate.com/share/6V4U9Elx5B28RIXyhpEU7SfofF0wC\\_uJ#/](https://rise.articulate.com/share/6V4U9Elx5B28RIXyhpEU7SfofF0wC_uJ#/)

**Assessment of Student Learning:** To maintain quality academic offerings and to conform to accreditation requirements, SLU-Madrid regularly assesses its teaching, services and programs for evidence of student learning. For this purpose, SLU-Madrid keeps representative examples of student work from all courses and programs on file, including assignments, papers, exams, portfolios and results from student surveys, focus groups and reflective exercises. Copies of your work for this course may be kept on file for institutional research, assessment and accreditation purposes. If you prefer SLU-Madrid not to retain your work for this purpose, you must communicate this decision in writing to your professor.

**Required Texts and Readings:** Neck, C. P., Houghton, J. D., & Murray, E. L. (2020). *Organizational Behavior: A Skill-Building Approach* (2<sup>nd</sup> Ed.). Thousand Oaks, CA: Sage Publications, Inc.

- US. ISBN: 978-1-5443-1754-0
- Kindle Version
  - ISBN-10: 1544317530
  - ISBN-13: 978-1544317533
- International Edition
  - ISBN-10: 1544371993
  - ISBN-13: 978-1544371993

**Optional Texts and Readings:** Supplemental readings may be required. These will be provided in-class, Canvas or the library electronic reserves, as appropriate.

**Engagement & Attendance Policies:** Students are expected to communicate, engage and come prepared to each class meeting. You cannot participate and submit the activities you miss if you do not attend class.

**Other Information on Course Assignments & Activities:**

Quizzes: Students must complete two multiple-choice and short-answer quizzes to assess learning of the material during class time. It is your responsibility to keep up with the readings for the course. Students are expected to have completed the course readings prior to the class for which they have been assigned. Please note that there will be no make-ups for these quizzes or any other activity.

Individual assignments: Many class activities will count toward your grade throughout the semester. In most cases, these activities will not be announced in advance, so it is important to attend class regularly. If you don't attend or are late to class on the day of an activity and miss it, you cannot receive points for that activity. These activities may include (but are not limited to) participation in demonstrations of an experiment, worksheets completed individually or in groups, and participation in group discussions. Some of these activities may become homework assignments that will be turned in the following class day (unless otherwise instructed). The grade will translate to their engagement & participation grade for the course. If a student is absent during the class period that the activity is presented, they will not be able to submit that activity and will not receive a grade for it.

- Class activities will include two guest meetings that will present a workshop the students have to participate in. This syllabus provides a tentative option for the guest meetings, which may require a change due to the guests' availabilities. For these activities, attendance is mandatory and will significantly impact the engagement & participation grade.

Final Project: Students will complete a final group project, translating into an academic paper. The objectives will be to demonstrate understanding, critical thinking, and application of the concepts from the course. Paper should be well-written with appropriate use of APA to cite sources. The instructions for the final project will be uploaded on Canvas and discussed in class. **The final project deadline is DECEMBER 8<sup>th</sup> at 2 p.m.. Papers will not be accepted after the appointed deadline.** Please send it by email (as an attachment – no links!) and bring a hardcopy to class.

Team Presentation: The final project assignment will be presented to the class during the last week. The team will be assembled by the end of the second week of class and communicated to the professor. The team will present their findings in an oral presentation during the last week of class. Teams are encouraged to be creative in their presentations. Specific assignment requirements will be provided for the presentation.

Exams: There will be two noncumulative exams throughout the semester (midterm and final). Any material presented or discussed in class and extra readings or activities can be included in the exam. Exams will consist of multiple choice, short answer, and essay questions. Students who miss an exam for an emergency (e.g., hospitalization, death in the family) must contact the professor immediately to evaluate the situation and schedule a makeup exam. Exams that are missed illegitimately result in a score of F. Grades for these students will be based on the remaining exams. Missing more than one exam will result in an F final grade. If a student needs to change a date/time of the final exam (due to an extraordinary circumstance) you must contact the Academic Dean. "

**Grading Rationale/System:** Your final grade is calculated as follows:

- Quizzes: 15%
- Midterm exam: 30%

- Final exam: 30%
- Final project & presentation 15%
- Engagement & Participation: 10%

### Grading System:

A 94-100 4.0 Sobresaliente

A- 90-93 3.7 Sobresaliente bajo

B+ 87-89 3.3 Notable alto

B 84-86 3.0 Notable

B- 80-83 2.7 Notable bajo

C+ 77-79 2.3 Aprobado alto

C 74-76 2.0 Aprobado

C- 70-73 1.7 Aprobado bajo

D 60-69 1.0 Aprobado bajísimo

F <60 0.0 Suspenso

P/NP Apto / No apto

W Clase retirada

**Academic Honesty:** Academic integrity is honest, truthful and responsible conduct in all academic endeavors. The mission of Saint Louis University is “the pursuit of truth for the greater glory of God and for the service of humanity.” Accordingly, all acts of falsehood demean and compromise the corporate endeavors of teaching, research, health care, and community service through which SLU fulfills its mission. The University strives to prepare students for lives of personal and professional integrity, and therefore regards all breaches of academic integrity as matters of serious concern.

The full University-level Academic Integrity Policy can be found on the Provost's Office [website](#). Additionally, SLU-Madrid has posted its [academic integrity policy online](#). As a member of the University community, you are expected to know and abide by these policies, which detail definitions of violations, processes for reporting violations, sanctions and appeals.

Your instructor will review these matters during the first weeks of the term. Please direct questions about any facet of academic integrity to the instructor, the chair of the department of your academic program or the Academic Dean of the Madrid Campus.

**AI Policy:** The university's goals include fostering students' critical thinking, creativity, reflection and problem solving. Therefore, all students must demonstrate originality in the authorship of their work and properly cite the sources consulted. While proper use of AI may prove to be a valuable teaching tool for both teachers and students, improper use/abuse of AI might be considered plagiarism and penalized as such. Please consult with your instructor if you have questions about whether or not you can use AI tools such as ChatGPT in your course.

In order to develop forms of assessment that will allow students to be assessed in a reliable manner and to provide effective and enhanced support for their learning, Departments/instructors reserve the right to randomly conduct oral exams as a second stage of an assessment for which the first stage is the submission of a written assignment.

**Diversity and Inclusion:** Saint Louis University is committed to fostering a positive, inclusive and welcoming learning and working environment. SLU-Madrid's policies prohibit discrimination based on race, color, national origin, ancestry, religion, sex, gender, gender identity, gender expression, sexual orientation, pregnancy, age, disability, physical appearance, financial or socio-economic status, immigration status, parental or marital status, veteran status or any other protected classification of identity. Discrimination includes any form of unequal treatment such as denial of opportunities, harassment, and violence. Sex-based violence includes rape, sexual assault, unwanted touching, stalking, dating/interpersonal violence, and sexual exploitation.

If you experience or witness any kind of discrimination, you are encouraged (but not required) to report the incident to the SLU-Madrid's Department of Student Life ([studentlife-madrid@slu.edu](mailto:studentlife-madrid@slu.edu); +34 915 54 58 58, ext. 213) or, if you wish to speak to a confidential resource, the Counseling Center ([counselingcenter-madrid@slu.edu](mailto:counselingcenter-madrid@slu.edu) +34 915 54 58 58, ext. 230). Both are in Padre Rubio Hall, on the ground floor and the first floor, respectively. You can also report the incident to the University's Hotline (900-99-0011; then enter 877-525-5669 when asked for the hotline number).

Please know that instructors are required to inform SLU-Madrid when made aware of incidents of discrimination, harassment sexual misconduct, and/or related retaliation, to ensure that individuals impacted receive information about options for reporting and support resources. If you wish to speak with a confidential resource, the following are available on campus and off campus:

- Counselors at the [Counseling Center](mailto:counselingcenter-madrid@slu.edu), located on the first floor of Padre Rubio Hall ([counselingcenter-madrid@slu.edu](mailto:counselingcenter-madrid@slu.edu); 915 54 58 58, ext. 230).
- Counselors at Sinews Multilingual Therapy Institute, SLU-Madrid's off-campus counseling and mental health services provider ([www.sinews.es](http://www.sinews.es); 917 00 19 79).

If you prefer to seek confidential spiritual counseling related to an incident of discrimination or harassment, contact SLU-Madrid's Campus Chaplain, Fr. James O'Leary, S.J. ([james.oleary@slu.edu](mailto:james.oleary@slu.edu); 915 54 58 58, ext. 279).

Additional information and resources are posted on our [Safety and Security](#) and [Community Standards](#) webpages.

**Accessibility, Disability and Learning Resources:** In recognition that people learn in a variety of ways and that learning is influenced by multiple factors (e.g., prior experience, study skills, learning disability), resources to support student success are available on campus. Students who think they might benefit from these resources can find out more about:

- Course-level support (e.g., faculty member, departmental resources, etc.) by asking or emailing your course instructor.
- University-level support (e.g., tutoring/writing services, Accessibility and Disability Resources) by contacting the Academic Dean's Office ([advising-madrid@slu.edu](mailto:advising-madrid@slu.edu)) or by reviewing the [Academic Resources website online](#).

Students with a documented disability who wish to request academic accommodations must contact Disability Services to discuss accommodation requests and eligibility requirements. Once successfully registered, the student also must notify the course instructor that they wish to access accommodations in the course. Please contact [disabilityservices-madrid@slu.edu](mailto:disabilityservices-madrid@slu.edu) or +34 915 54 58 58, extension 242 or 249. Confidentiality will be observed in all inquiries. Once approved, information about the student's eligibility for academic accommodations will be shared with course instructors via email from Disability Services. Note: Students who do not have a documented disability but who think they may have one are encouraged to contact Disability Services.

For more information about academic accommodations, see [SLU-Madrid's Center for Accessibility and Disability Resources webpage](#).

**Needs Security Statement:** Students in personal or academic distress and/or who may be specifically experiencing challenges such as securing food or difficulty navigating campus resources, and who believe this may affect their performance in the course, are encouraged to contact Student Life ([studentlife-madrid@slu.edu](mailto:studentlife-madrid@slu.edu) or +34 915 54 58 58, ext. 213) for support. Furthermore, please notify the instructor if you are comfortable in doing so, as this will enable them to assist you with finding the resources you may need.

**Use of Posted Course Content:** SLU-Madrid prohibits recording and transmission of classroom lectures and discussions by students unless written permission from the class instructor has been obtained and all students in the class as well as guest speakers have been informed that audio/video recording may occur. Recordings, course materials, and lecture notes may not be exchanged or distributed for commercial purposes, for compensation, or for any other purpose other than study by students enrolled in the class. Public distribution of such materials may constitute copyright infringement in violation of Spanish law. Violation of this policy may subject a student to disciplinary action in accordance with SLU-Madrid policies on [Student Rights and Responsibilities and Community Standards](#).

**GDPR Norms Concerning Class Recordings:** In accordance with General Data Protection Regulation (GDPR), we inform you that if you are a participant in an on-line classroom, your image and voice may be recorded by Saint Louis University in Spain, S.A., CIF A28654879, in 28003 Madrid (Spain), Avenida del Valle 34, for the sole purpose of the instruction of the said class that you are registered in. This information will be stored for the duration of the on-line class and erased thereafter by the professor of the course. Should you not want your image or voice to be a part of this class recording, please contact your professor to indicate that you will be turning your camera and microphone off and be participating via chat.

In addition, we would like to inform you that all recordings will be available to you in Canvas and are exclusively for the use of the participants of the said class and should not be published on any other platform without the prior consent of all participants that may appear in the recording.

According to the rights conferred by the current GDPR regulation, you may exercise your rights of access, rectification, limitation of treatment, deletion, portability and opposition to the processing of your personal data, as well as the consent given for the treatment of it by directing your requests to the address indicated above or by sending an email to [dpo-madrid@slu.edu](mailto:dpo-madrid@slu.edu).

### Fall 2023 Course Outline

List course units or modules, along with goals, deadlines, and tasks lists. See sample syllabi for examples.

Date	Topics	Required Readings, Assignments, & Quizzes*
Tuesday, Sep. 5	<ul style="list-style-type: none"><li>• Overview of the Syllabus</li><li>• Introduction to Course</li></ul>	<ul style="list-style-type: none"><li>• Review Syllabus</li><li>• Acquire Textbook</li></ul>
Thursday, Sep. 7	<ul style="list-style-type: none"><li>• Introduction to the field of Organizational Behavior</li></ul>	<ul style="list-style-type: none"><li>• Ch. 1</li></ul>
Tuesday, Sep. 12	<ul style="list-style-type: none"><li>• Diversity &amp; Individual differences</li></ul>	<ul style="list-style-type: none"><li>• Ch. 2</li></ul>
Thursday, Sep. 14	<ul style="list-style-type: none"><li>• Diversity &amp; Individual differences</li></ul>	<ul style="list-style-type: none"><li>• Ch. 2</li></ul>
Tuesday, Sep. 19	<ul style="list-style-type: none"><li>• Diversity &amp; Individual differences</li></ul>	<ul style="list-style-type: none"><li>• Ch. 2</li></ul>

Thursday, Sep. 21	<ul style="list-style-type: none"> <li>Perception &amp; Learning in Organizations</li> </ul>	<ul style="list-style-type: none"> <li>Ch. 3</li> </ul>
Tuesday, Sep. 26	<ul style="list-style-type: none"> <li>Emotions, Attitudes, and Stress</li> </ul>	<ul style="list-style-type: none"> <li>Ch. 4</li> </ul>
Thursday, Sep. 28	<ul style="list-style-type: none"> <li>Emotions, Attitudes and Stress</li> </ul>	<ul style="list-style-type: none"> <li>Ch. 4</li> </ul>
Tuesday, Oct. 3	<ul style="list-style-type: none"> <li>Motivation: Concepts and Theoretical Perspectives</li> </ul>	<ul style="list-style-type: none"> <li>Ch. 5</li> </ul>
Thursday, Oct. 5	<ul style="list-style-type: none"> <li>Motivation: Practices and Applications</li> </ul>	<ul style="list-style-type: none"> <li>Ch. 6</li> </ul>
Tuesday, Oct. 10	<ul style="list-style-type: none"> <li>Quiz 1</li> <li>Case study on Motivation</li> </ul>	<ul style="list-style-type: none"> <li>Ch. 5 &amp; 6</li> </ul>
Thursday, Oct. 12	FIESTA NACIONAL DE ESPAÑA (MADRID CAMPUS CLOSED)	FIESTA NACIONAL DE ESPAÑA (MADRID CAMPUS CLOSED)
Tuesday, Oct. 17	<ul style="list-style-type: none"> <li>Teams</li> </ul>	Ch. 7
Thursday, Oct. 19	<ul style="list-style-type: none"> <li>Teams</li> </ul>	Ch. 7
Tuesday, Oct. 24	MIDTERM EXAM	
Thursday, Oct. 26	<ul style="list-style-type: none"> <li>Decision Making, Creativity &amp; Innovation</li> </ul>	Ch. 8
Tuesday, Oct. 31	<ul style="list-style-type: none"> <li>Decision Making, Creativity &amp; Innovation</li> </ul>	Ch. 8
Thursday Nov. 2	GUEST VISIT TBD	
Tuesday Nov. 7	<ul style="list-style-type: none"> <li>Ethics and Social Responsibility in Organizations</li> </ul>	Ch. 9
Thursday, Nov. 9	DIA DE LA ALMUDENA (MADRID CAMPUS CLOSED)	DIA DE LA ALMUDENA (MADRID CAMPUS CLOSED)
Tuesday, Nov. 14	<ul style="list-style-type: none"> <li>Effective Communication</li> </ul>	Ch. 10
Thursday, Nov. 16	<ul style="list-style-type: none"> <li>Trust, Conflict, and Negotiaton</li> </ul>	Ch. 11
Tuesday, Nov. 21	<ul style="list-style-type: none"> <li>Leadership Perspectives</li> </ul>	Ch. 12
Thursday, Nov. 23	<ul style="list-style-type: none"> <li>Influence, Power, and Politics</li> </ul>	Ch. 13
Tuesday, Nov. 28	<ul style="list-style-type: none"> <li>Organizations and culture</li> </ul>	Ch. 14
Thursday, Nov. 30	GUEST VISIT TBD	
Tuesday, Dec. 5	<ul style="list-style-type: none"> <li>Quiz 2</li> </ul> Human resources and practices	

Thursday Dec 7	<ul style="list-style-type: none"> <li>Organizational Change and Structure</li> </ul>	Ch. 15
Friday Dec. 8	<ul style="list-style-type: none"> <li><b>SUBMISSION OF THE FINAL PROJECT</b></li> </ul>	
Tuesday Dec. 12	Oral presentations	
Thursday Dec. 14	Oral presentations	
	<b>FINAL EXAM December 18<sup>th</sup> 7 p.m. -10 p.m.</b>	

### Fall 2023 Important Dates:

Friday, September 1	First day of classes – Wednesday classes meet
Wednesday, September 6	Mass of the Holy Spirit
Sunday, September 10	Last day to drop a class without a grade of W and/or add a class Last day to choose Audit (AU) or Pass/No Pass (P/NP) options
Thursday, October 12	Fiesta Nacional de España (Madrid Campus closed)
Sunday, October 29	Professors' deadline to submit midterm grades
Wednesday, November 1	Día de Todos los Santos (Madrid Campus closed)
Sunday, November 5	Last day to drop a class and receive a grade of W
Thursday, November 9	Día de la Almudena (Madrid Campus closed)
Wednesday, November 15	Registration for spring semester begins
Wednesday, December 6	Día de la Constitución (Madrid Campus closed)
Friday, December 8	La Inmaculada Concepción (Madrid Campus closed)
Thursday, December 14	Last day of classes
Friday-Thursday, December 15-21	Final exams
Wednesday, December 20	Midyear Commencement
Friday, December 22	Host family housing move-out date
Saturday, December 23	Professors' deadline to submit final grades



## Final Exam Schedule

Class Meeting Time*	Exam Date/Time
Mondays 8:30, 9 and 9:30 a.m.	Tuesday, Dec. 19, 8:30 to 11:30 a.m.
Mondays 10 a.m.	Wednesday, Dec. 20, 8:30 to 11:30 a.m.
Mondays 11 and 11:30 a.m.	Thursday, Dec. 21, 8:30 to 11:30 a.m.
Mondays 12 and 12:30 p.m.	Monday, Dec. 18, 12 to 3 p.m.
Mondays 1 p.m.	Wednesday, Dec. 20, 12 to 3 p.m.
Mondays 2 p.m.	Tuesday, Dec. 19, 3:30 to 6:30 p.m.
Mondays 3:30 p.m.	Thursday, Dec. 21, 3:30 to 6:30 p.m.
Mondays 5 p.m.	Friday, Dec. 15, 3:30 to 6:30 p.m.
Mondays 6:30 and 7 p.m.	Tuesday, Dec. 19, 7 to 10 p.m.
Tuesdays 8 a.m.	Friday, Dec. 15, 8:30 to 11:30 a.m.
Tuesdays 9:30 and 10 a.m.	Monday, Dec. 18, 8:30 to 11:30 a.m.
Tuesdays 11 a.m.	Tuesday, Dec. 19, 12 to 3 p.m.
Tuesdays 12:30 p.m.	Friday, Dec. 15, 12 to 3 p.m.
Tuesdays 2 p.m.	Thursday, Dec. 21, 12 to 3 p.m.
Tuesdays 3:30 and 4 p.m.	Monday, Dec. 18, 3:30 to 6:30 p.m.
Tuesdays 5 and 5:30 p.m.	Wednesday, Dec. 20, 3:30 to 6:30 p.m.
Tuesdays 6:30 p.m.	Monday, Dec. 18, 7 to 10 p.m.

\*For courses meeting only on Wednesdays or Fridays, follow the Monday schedule. For courses meeting only on Thursdays, follow the Tuesday schedule. (Ferrell et al., 2011)