



International Undergraduate Program
Faculty of Psychology
Universitas Gadjah Mada

**COURSE OUTLINE
(ORGANIZATIONAL PSYCHOLOGY)**

Course Code	Organizational Psychology
Course Instructor	
Email	
Language of instruction	English

Course Descriptions

Many managers and organizations now recognize that a critical source of competitive advantage often comes not from having the most ingenious/creative product design, the best marketing strategy, or the most state-of-the-art production technology, but rather from having an effective system for obtaining, mobilizing, and managing the organization's human capital. A number of recent developments—including demographic changes in the labor force, rapid technological change, increased global competition, tight labor markets in many sectors, experiments with new organizational design and structures, and public policy attention to work force issues—are making Psychology as conceptual frameworks increasingly important for managers as they provide with some basic tools and guidance for its implementation. Indeed, some commentators contend that in today's economy with such open access to information, technology, capital, and other resources adroit human resource may be one of the few remaining sustainable capitals of competitive advantage.

This course has two central themes: (1) How to think systematically and strategically about aspects of managing the organization's human capital through the implementation of psychology as a behavioral discipline, and (2) What needs to be done to achieve competitive advantage through people behavior.

Where relevant, please bring your own experiences and illustrations into class discussion. Students with global experience are especially encouraged to bring this knowledge into the classroom.

- Course Objectives:**
1. Present the basic concepts of the role of Psychology in managing and influencing the behavior of human capital in organizations.
 2. Discuss some possible implementations of Psychology in enhancing behavioral performance and the quality of work life.
 3. Reinforce team-building, problem solving, decision-making, and planning skills.
 4. Enhance leadership skills in advising, disciplining, and supporting others.

Text Books:

Dipboye, Smith and Howell (1993). *Understanding Industrial And Organizational Psychology*. Fort Worth: Harcourt Brace College Publishers.

Additional Reading:

Dunnette, M.D. & Hough, L.M. (Eds.). (1998). *Handbook of Industrial and Organizational Psychology: Vol. 2*. (2nd ed.). Mumbai: Jaico Publishing House

Outline Course Coverage and Discussions:

Session	Topic	Activity	Reading
1	The Context of Organizational Psychology	Lecture, Discussions	Dipboye et.al: 1, 2
2	Models of Organization	Lecture, Discussions	Dipboye et.al: 1, 2
3	Work Motivation 1: Content Theories	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 3
4	Work Motivation 2: Process Theories	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 3 ++
5	Work Motivation 3: Integrated Theories	Reaction Memo, Quiz & Discussion	Dipboye et.al: 3 ++
6	Job Attitudes 1: Classical Theories	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 4
7	Job Attitudes 2: New Theories	Reaction Memo, Quiz & Discussion	Dipboye et.al: 4
8	Social Behavior in Organizations 1	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 5
9	Social Behavior in Organizations 2	Reaction Memo, Quiz & Discussion	Dipboye et.al: 5
10	Leadership in the Organization 1	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 6
11	Leadership in the Organization 2	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 6
12	Organizational Stress	Reaction Memo, Quiz, Lecture & Discussion	Dipboye et.al: 7
13	Group Discussion	Discussion	
14	Group Discussion & Class Evaluation	Discussion	

Test and evaluation measures:

- a. quizzes : 10%
- b. individual participation and group works : 20%
- c. mid-term exam : 30%

d. final exam	:	30%
e. individual reflective journals	:	10%

Guidelines for reflective journals: going deeper with your learning

For these short assignments (at least one page length) I would like you to respond to some issues in the readings that irked your interest or curiosity. It could be a quotation or an entire idea that the author has advanced. You can discuss how you agree or disagree with the point or whether it is a new idea to you and why it challenges your current understanding (s). Please consider these memos as a dialogue between yourself and me. I am not interested in a summary, but your ideas and thoughts. You can combine more than one passage or a theme across readings as desired. If you wish, you could use literatures (e.g. journal articles, text books, etc.) to enrich your thoughts. **This memo should be reported every week of our class session.**

Guidelines for project I: Understanding the theory

1. Choose a chapter in additional Dunnette & Hough(1998).
2. Review its content by using at least five research-based journal articles.
3. Write your report, and it should not more than **15 pages of length**;
4. The report should be typed in: **palatino, 12 font character, 1.5 spaced**;
5. The due date for the first project will be **on the midterm exam** of this course. You can submit the report before this due date (in PDF format);
6. Any delay in submitting the project report will cause a one-point deduction of the report grade per day (Max 50 points);
7. **Relax and enjoy your theory exploration.**

Guidelines for project II: exploring the practices

1. Choose a real organization within your reach that is interesting to be understood deeper. Describe the background of why this organization should exist, who are involved in this organization, how, and why;
2. Identify and evaluate some performance issues faced by this organization;
3. Then Explain some behavioral issues that cause the problems, why, in what way.
4. Explain some alternatives of behavioral intervention to address the issues. Focus your analysis on a specific issue, and try to go deeper in understanding this issue. Use your text book and research-based journal articles to defend your arguments;
5. Write your report, and it should not be more than **20 pages of length**;
6. The report should be typed in: **palatino, 12 font character, 1.5 spaced**;
7. The due date for this second project will be **on the final exam** of our course. You can submit the report before this due date (in PDF format);
8. Any delay in submitting the project reports will cause a one-point deduction of the report grade per day (Max 50 points);