

Psychology & Business

Degree/study: Bachelor degree in ADE, Economics, Business Sciences-Management, and International Business Economics

Year of study: 3rd and 4th year

Trimester: 2

ECTS Credits: 5

Language of Instruction: English

Professor

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Contacting me

If you have a question regarding the course, please consult the syllabus. If the question is not answered by the syllabus, please come to my office hours or write me an email. For emails that contain questions that are of general interest, I will post the question (anonymously) and the corresponding answer to the discussion board on Aula Global. This way, I make sure that everyone has the same information right away. For questions that are not of general interest but specific to you I will either email you with the reply or I will ask you to come to my office hour. Please note that all communication regarding the course will be addressed to your student email address from UPF. Please check this email regularly or automatically forward it to an address that you check regularly. If you are an exchange student, you will also be assigned a UPF email address which will be the email used for communicating all information regarding the course.

Time & location of the sessions

Theory Sessions: Thursdays & Fridays, 17:00-18:30 (Room: 20.023)

Seminar Sessions: Mondays (from week 4 through week 9 of the course; Room: 13.105)

Group 101: Mondays, 12:30-14:00

Group 102: Mondays, 14:00-15:30

Group 103: Mondays, 15:30-17:00

Seminar dates: January 27, February 03, February 10, February 17, February 24, March 03

1. Course Description

The major objective of this course is to explore how basic psychological principles affect important processes and outcomes in organizations. The course consists of four sections. In the first part, we will look at the basic psychological factors that shape and influence behavior in terms of emotions, motivation, and cognition as well as their dispositional and situational determinants. In the second, third, and fourth part, the course will explore how these different factors individually and jointly influence three important organizational phenomena: 1) Teams and Workgroups, 2) Workplace Creativity, and 3) Negotiation Processes and Outcomes.

2. Competences that you will develop

General competences:

- Understanding and correctly interpreting academic writings.
- Being able to justify and defend your position using coherent arguments.
- Being able to actively contribute to teamwork, resolving conflict to reach an agreement on the tasks to accomplish and how to accomplish them.
- Developing reasoning and critical thinking abilities in order to analyze controversial issues.
- Accepting the diversity of opinions as a fundamental ingredient of academic life and as an essential component of contemporary society. Being able to form your own opinion while respecting the diverging opinions from others.
- Reinforcing your habits of auto-discipline, self-control and rigor in completing academic work and in managing your time schedule.
- Having a proactive attitude toward learning about the topics you do not know and toward the learning process and/or professional activity more generally.
- Being able to make creative use of the knowledge and concepts learnt in the course. Being able to adapt those to novel and original situations
- Identifying the key components of a problem.
- Demonstrating a critical attitude in analyzing diverse situations.
- Develop an entrepreneurial and innovative mindset
- Acquiring a level high enough for the professional practice.
- Being able to successfully negotiate favorable and sustainable agreements.

Specific competences:

- Understand basic concepts and theories of human cognition, affect, and motivation
- Explain how cognitive, affective, and motivational factors influence the behavior of individuals in workplaces and organizations
- Understand the interplay of cognitive, affective and motivational influences on teams and workgroups, negotiation, and workplace creativity

3. Content

Part I: Psychological Foundations of Behavior in Organizations

- Individual Differences in Personality & Intelligence
- Motivation
- Affect, Emotions, & Moods
- Cognition & Information Processing

Part II: Teams and Workgroups

- Team Types
- Team Composition
- Team Cognition & Information Processing
- Affective and Motivational Influences on Teams

Part III: Workplace Creativity

- What Makes an Idea Creative?
- Creative Genius? Personality & Thinking Styles of Creative Persons
- Creative Worlds? Workplace Influences on Creativity
- Motivational & Affective Antecedents of Creativity
- Creative Relationships: Teams, Networks, & Social Behaviors
- Collective Creativity

Part IV: Negotiation

- Basic Concepts & Theories of Negotiation
- Different Dimensions of Negotiation Success
- Distributive Bargaining
- Integrative Bargaining
- Negotiation Biases
- Motivational & Affective Influences on Negotiation
- Cross-Cultural Perspectives on Negotiation

4. Evaluation

The grades will be based on the following components:

1. Continuous participation (25 %)
 - a. Preparatory assignments (12.5%)
 - b. Individual participation during seminar sessions (12.5%)
2. Group project (25%)
3. Final exam (50 %)

Overall Grade for the Course

The overall grade for the course is the weighted average of the grade obtained for the components. In order to pass this course, students need to meet both of the following criteria:

- a) The overall average grade of all components has to be at least 5.0 or higher

AND

- b) The grade on the final exam is at least a 4.0 or higher

If the overall average of all grade components is below 5.0 or if the student achieves a grade below 4.0, the student does not pass the course.

Preparing for classes

For many sessions there will be *preparatory assignments* that serve as the basis for discussion and interaction in the classroom. These can be reading assignments or assignments that ask you to answer a certain questionnaire or try out a specific test prior to the session. Whenever there is a preparatory assignment, there will be preparation questions that you are expected to answer with your study group in writing before the class and that you have to upload to Aula Global prior to the session. In some cases a reading assignment covers multiple sessions, in which case the assignment is due prior to the first session on the block of topics. Each group needs to submit their own written answers to these questions by the deadline indicated in the assignment (one written copy per

group). Typically, this will be a day before the start of the respective class. For each session, I will randomly pick a few of the assignments and grade them on a pass/fail basis. For many of these questions, there are no right or wrong answers. Instead, a good answer is one that shows that you thought about the issues and are able to justify and support your answers with cogent arguments and considering the issue from different perspectives.

Submitting assignments. To minimize both logistical challenges and the amount of paper printed and used, all assignments have to be submitted through Aula Global. For each assignment, a link will be provided on Aula Global. Assignments should be submitted as .pdf documents and the title of the document needs to contain your group number and the session number. For all assignments, there is a deadline and uploading documents after the deadline will not be possible. In this case, assignments will receive a grade of 0. Assignments that are emailed, handed in after class, or submitted in ways other than the Aula Global link within the given time frame will not be accepted. Likewise, submitting assignments without identifiable authorship or submitted in a format other than .pdf that fails to open will not be considered. For each group, the single one assignment with the lowest grade will be dropped from consideration for the final grade. This means that each group has one “free shot”. On rare occasions, the preparatory assignments are individual assignments.

A note on plagiarism. All assignments need to be original and unpublished. Assignments will be routinely checked for plagiarism, which, if detected, will result in a grade of 0 on the assignment and will be reported to the Dean’s office.

Participating in classes

In order to learn, remember, and be able to practically apply what you learn, it is important to actively engage with the class content and to connect it to your own experience and prior knowledge. Accordingly, this course will provide ample opportunities to actively participate and practically try out different techniques. This is especially true for the seminar sessions. To provide an optimal learning experience, it is important that every student participates actively and engages in the discussions. Accordingly, part of your grade will be based on your active participation during the seminar sessions. That not only means coming to the seminar sessions and participating in the exercises but also sharing your thoughts, experiences, and insights with your fellow students. Accordingly, one component of your participation grade will be based on your participation during the seminar sessions.

Additionally, we will be discussing questions related to the class readings on occasion during the theory sessions. I would strongly encourage you to engage in these discussions as well (even though they will not be part of your formal participation grade). In case I feel that a student or a handful of students participate excellently during these discussions, I will award bonus points towards these students’ participation grade.

In order to facilitate the discussion and to be able to track your participation, I kindly ask that **you use a name tag in all sessions (both theory & seminar sessions).**

Overall continuous participation grade

As previously mentioned, a grade will be awarded based on both preparation for and participation in class. A high continuous participation grade will be given to students who come prepared to class, hand in the answers to the preparation questions, positively contribute to the discussions, and are engaged with the course material. A low continuous participation grade will be given to those who miss many classes, do not or rarely participate to the course discussions, frequently come unprepared, and fail to engage in the class activities.

Group project.

For the group project, each study group will select an organization in which they have some interest or about which they have some knowledge. This may be a (current or former) employer of one or more team members, but it should be an organization or division from which additional information can be acquired. The team's task will be to conduct an audit that helps them understand an organizational problem that relates to at least one of the three organizational phenomena covered in this course (Teamwork, Negotiation, Creativity). This assignment requires that the team visits a real organization with at least 5 employees and write an analysis of how it addressed the identified issue in the workplace. Student groups are required to interview at least 3 different employees, although ideally groups will speak with more than three and base their report on a broader information base.

The group project comprises three components:

- 1) Proposal: Brief (2-3 pages) description of the company/organization, the chosen issue or problem, the different information sources used. Submitting the proposal is optional. Should your group decide to submit, there will be a possibility to obtain feedback on the proposal within a week of submitting it. The deadline for submitting the proposal is **February 8, 17:00**. Proposals need to be submitted through Aula Global. Not submitting the proposal does not result in any penalty, but you can only get feedback on the proposal if you submit it by the indicated deadline.
- 2) Final Group Report: 10-15 typed pages, double-spaced, font size 12. This is obligatory for all groups (regardless of whether you submitted a proposal or not). Details on how to structure the group report, grading criteria, and submission deadline will be shared after the student groups are created. Group reports that are not submitted by the deadline will receive a mark of 0.
- 3) Group presentation: This is obligatory for all groups. Group presentations will be held in Theory Sessions 18 and 19 of the course.

Final exam

The final exam will be based on multiple choice questions. The final exam will cover contents from the class (both lectures and seminars) and the obligatory assigned readings.

5. Recovering a failing grade

Under some conditions, students who failed the course will be authorized to take an additional evaluation. The additional evaluation will be a written exam taken during the third trimester of the academic year.

Only students that have participated in the course and the evaluations activities will be authorized to take the additional evaluation, as stated in the following article of the Agreement of the Government Council (Article 11.4.2)

“Podran concórrer al procés de recuperació tots els estudiants que, havent participat a les activitats d'aprenentatge i avaluació durant el trimestre, hagin obtingut la qualificació de suspens de l'assignatura corresponent en l'avaluació trimestral. No hi podran concórrer els que no hagin participat en les activitats d'aprenentatge i avaluació o hagin renunciat a l'avaluació.”

It is understood that students have participated in the learning activities and continuous assessment during the term when they have attended class and have completed the exercises and other classroom activities. We understand that students have attended the final examination when they hand it out.

More concretely: to be **eligible** to take the recovery evaluation, students must meet ALL the following conditions:

- the student has attended more than 66% of the seminars (i.e. at least 4 seminars out of 6).
- the student has completed the group project
- the student has taken the April exam

Since, as it is stated in the above mentioned article, only those students who have failed the whole subject may participate in the process of recuperation, there will be no opportunity to participate for improving the grade if initially it is equal to or higher than 5.0.

Provided that a student is eligible to take the recovery examination, the grade obtained **at the additional examination will be the final grade for the course**, whatever the initial grades for the different activities of the course. This implies that no component of the initial grade will be kept – in other words, all the activities of the course can be recovered, provided that the student is eligible to take the recovery examination.

For students who will participate in exchange programs recognized by the Faculty in the 3rd trimester and therefore cannot attend the additional examination, special arrangement will be made between the instructor and the student. Students that fall in this category should let the instructor know within 7 days of their grade being posted on Campus Global. Failure to do so implies that no extra arrangement will be made.

6. Bibliography:

This course is not based on a single textbook but instead uses a careful selection of articles. This includes a mixture of articles that are more research orientated and some that are more oriented towards (managerial) practice. There is a set of compulsory readings. These are the readings that everyone is expected to read and to prepare. For compulsory readings, there will be preparation questions that need to be answered and submitted prior to the session for which the reading is assigned. In addition, there is a set of additional, optional readings that serve as resources that students who are interested in further exploring a certain topic can consult at their own discretion.

To the extent possible, I will make the assigned reading available for download on Aula Global. Some of the readings can be a bit challenging and therefore I therefore encourage you not to wait for the last minute before starting to read the material for a given session.

6. Methodology

This course consists of a combination of theory and seminar sessions. Theory sessions will cover the core theoretical issues by presenting central constructs, discussing important theoretical frameworks, and revisiting seminal research studies.

The aim of the seminar sessions is to apply these theoretical concepts to cases and real life examples, and to allow students to engage with the course material on a more experiential basis. To meet this aim, the seminar sessions will be based on a variety of different formats including the analysis of case studies, practical exercises, role play, and group discussions of issues of current societal relevance as they relate to the course content.

Theory and seminar sessions complement each other and attending and participating in both the theory sessions and seminar sessions is critical to properly follow the course and master its material and content.

7. Schedule

This is a tentative description – details are subject to change. Please check Aula Global for the most up-to-date version.

Introduction

Theory Session 1: Introduction & Course Overview

Psychological Foundations of Behavior in Organizations

Theory Session 2. Personality & Intelligence

Theory Session 3. Motivation

Theory Session 4: Affect, Emotions, & Moods

Theory Session 5: Cognition & Information processing

Teams and Workgroups in Organizations

Theory Session 6: Overview Teams & Workgroups in Organizations

Seminar 1

Theory Session 7: Team Composition

Theory Session 8: Team Cognition & Information Processing

Seminar 2

Theory Session 9: Motivation & Affect in Teams

Workplace Creativity

Theory Session 10: Overview & Introduction Creativity

Seminar 3

Theory Session 11: Motivational Perspective on Workplace Creativity

Theory Session 12: Affective Influences on Workplace Creativity

Seminar 4

Theory Session 13: Cognitive Perspectives on Workplace Creativity

Negotiation

Theory Session 14: Overview Negotiation

Seminar 5

Theory Session 15: Motivational & Affective Influences on Negotiation

Theory Session 16: Negotiation Biases

Seminar 6

Theory Session 17: Cross-Cultural Perspectives on Negotiation

Review and Outlook

Theory Session 18. Group project presentations (1/2)

Theory Session 19. Group project presentations (2/2)

Theory Session 20. Review & Outlook