

APPL 657-085

Personality at Work

FALL 2016

Th 7:30-10:00pm

AC 237

Instructor:

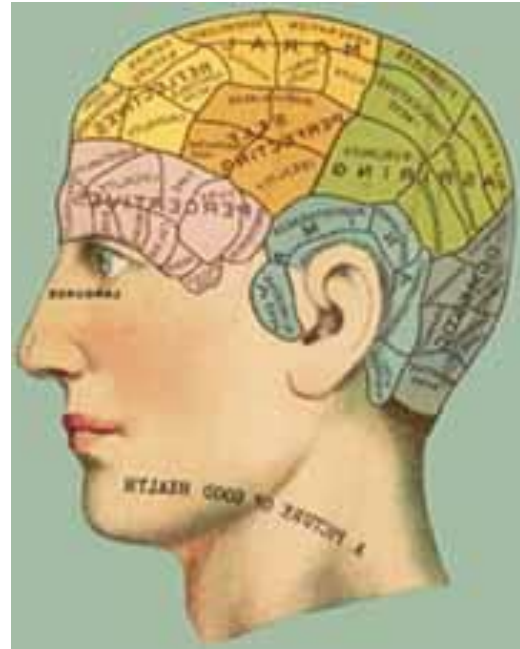
Rebecca J Thompson, PhD

Office: LC 417

E-mail: rthompson@ubalt.edu

Office Hours:

Tues 12-2 or by appt¹



Student Learning Objectives:

1. Demonstrate knowledge of the various theories of personality, specifically the Five Factor Model.
2. Demonstrate knowledge of the advantages and challenges of assessing personality in organizational human resource management (e.g., selection, performance management).
3. Demonstrate ability to critically assess research and apply findings to organizational problems.
4. Demonstrate critical thinking and problem solving skills through writing projects
5. Demonstrate ability to fluently discuss nuances of personality assessment to solve organizational questions.

Course Details

Prerequisites

- Research Methods & Statistics (Psyc 308/309 or APPL 631/632)

NO Required Textbook. Reading materials are uploaded to Sakai (under Weekly Sessions).

Strongly Recommended Supplement(s):

- APA (2010). *Publication manual of the APA*, 6th edition. ISBN: 10-4338-0561-8

Course Website:

The course website can be found at: <https://ubonline.ubalt.edu/> [Sakai]. Here you can find course materials.

¹ Please try to always message me to let me know you plan to attend office hours so that I can prepare for your specific questions. 1

Date	Readings to be discussed (should be read PRIOR to class)*	Facilitator(s)
Sept 1	Syllabus; In Class readings & Activities	Dr. Thompson
Sept 8	Theories of Personality	Dr. Thompson
Sept 15	Theories of Personality	Dr. Thompson
Sept 22	Critiques of the FFM	Dr. Thompson
Sept 29	Methods & Assessment	Dr. Thompson
Oct 6	Methods & Assessment	Dr. Thompson
Oct 13	Dark Side of Personality	Dr. Thompson
Oct 20	Personality & Performance Mgmt	
Oct 27	Personality & Selection Systems MIDTERM ESSAYS DUE	
Nov 3	Personality & Selection Systems	
Nov 10	Concerns with Personality Assessment	
Nov 17	Concerns with Personality Assessment	
Nov 24	NO CLASS: THANKSGIVING	----
Nov 28	New Directions	
Dec 1	Wrap up	Dr. Thompson
Dec 8	FINAL ESSAYS DUE	

CLASS ATTENDANCE

- Attendance is not mandatory; however it is expected that you will attend each class.
- Much of the material that will be covered on exams comes from lectures and discussions in class.
- **If you are absent, it is your responsibility to get any materials or information you missed.**

*Order of lecture material and other course content may not correspond to order of material in textbook. Please keep in mind that the textbook is a supplement to the lecture. Both are important.

**Disclaimer: This professor reserves the right to change this syllabus. Students will be notified of any changes.

Course Overview:

- This course engages students in the study of the role that personality plays in organizational settings. Students will examine the origins of and methodological issues surrounding the construct of personality, particularly how the construct relates to organizational goals such as job performance. The course will focus primarily on recent theory, research, and findings on the effectiveness of personality in performance management and selection. Discussion will also include issues concerning validity and response distortion issues.
- Students will be given the opportunity to engage in learning through discussion, completion of personality assessments, essays where they will address organizational questions, and facilitation of class learning and discussion.



Grading Scale*:

A	=	93% and higher
A-	=	90% to 92.9%
B+	=	87% to 89.9%
B	=	83% to 86.9%
B-	=	80% to 82.9%
C+	=	77% to 79.9%
C	=	73% to 76.9%
Below 73% = failing grade		

Point Breakdown:

Mid Term Essays	100 points
Final Essays	100 points
Facilitation	100 points
<u>Participation</u>	<u>50 points</u>
	350 points

Critical Analysis Essays



• Midterm & Final

- Each paper will offer a set of prompts for students to respond to based on readings, class discussion, and critical analysis of the questions/applied problem.
- **Students will have 1 week to submit essays.**
- **Essays should be in APA format (including citations and reference section).**

Class Facilitation



- Each student will facilitate a class with a fellow student (see Schedule for available dates/topics).
- Students will identify a relevant reading and send to class 1 week prior to their scheduled week to facilitate.
- Students will be responsible for promoting discussion of readings, identifying relevant activities, and presenting any appropriate learning aids.



Participation in Class Discussions

- Students should be prepared to contribute to class discussions each week.
- Students should explicitly relate or link observations and comments to course objectives, central themes, and main topics discussed in readings and class discussion.
- Contributions to discussion of ideas will allow students to connect readings to topics and application of real world problems. Additionally, essay prompts will likely stem from in class discussions.

UNIVERSITY Policy – Use of Turnitin.com: As a part of an institution-wide effort to ensure the originality of student work, the University of Baltimore licenses Turnitin, a commercial text matching service that analyzes students' submissions against its own archive of student papers, articles and web sites to report on student originality and identify possible plagiarism. Incorrect use of other individuals' work will likely result in plagiarism charges, which can lead to a failing grade on an assignment, a failing grade in the course, or even suspension from UB. All UB faculty members reserve the right to use this or other measures to evaluate your work for originality and proper attribution. Not understanding the definition of plagiarism or improper attribution are not excuses for failure to abide by originality requirements in this or any other course.

Communication

I am happy to help you and answer questions you have outside of class. **My preferred method of communication is through messages on Sakai.** Please also make sure to check the box "Send a copy of this message to recipients' email address(es)."

Before sending a message, please take the following steps in order to ensure that your question is clearly communicated and I am able to help you as quickly as possible:

- (1) a subject line that clearly communicates the topic/problem
- (2) a greeting (e.g., Dear Dr. Thompson)
- (3) a **clear description** of your problem/question
- (4) any **steps you yourself have already taken** to address the problem/question
- (5) what you feel I can do to help you address this problem/question
- (6) your name at the bottom

Any message or email I receive that does not include each of these items, I will reply to with: "Please refer to the syllabus: Communication."

Things to keep in mind:

→Please allow sufficient time for me to read and respond to your message (i.e., do not expect a response to a question at 2 a.m., or a problem to be solved within 24 hours of an assignment due date/exam).

→**You should check your UB email AND Sakai every day in order to ensure that you are current with the work of the course.**

→Through Sakai, you will be able to: post work for the course; download articles and additional readings; check for class announcements; review the syllabus, assignments, & check your grades; send messages to members of the class.

Classroom Behavior and Respect: This class does not tolerate remarks that are sexist, racist, homophobic, or otherwise ridicule people. Students who do not follow these guidelines may be asked to leave class. Because I do not require attendance, I expect those who attend class are there because they are both interested in learning the material and/or concerned with earning a good grade in the course. Any behavior that is not in line with these goals will not be permitted.

The following behaviors are disrespectful, and therefore, inappropriate:

1. Conversing with other students when the instructor or another student is speaking.
2. Use of cell-phones, pagers, or computers for purposes other than taking notes.
3. Disrespectful actions such as obscene language, harassment of any kind, rude remarks (to any member of class) or any other action that will interfere with student learning.

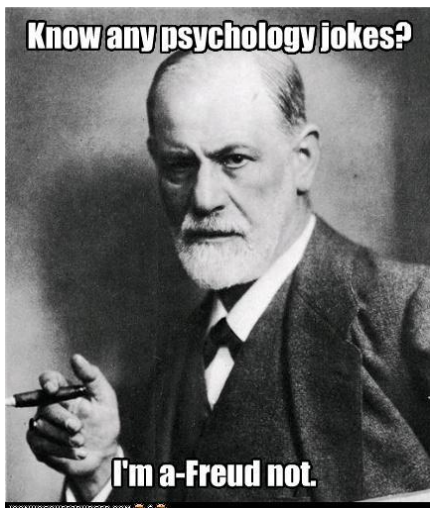


UB Academic Integrity Policy: The University of Baltimore comprises a community of students, faculty, administrators, and staff who share a commitment to learning. Since the practice of academic honesty is essential to learning, the university has established the following policy for academic honesty. The university's Academic Integrity Policy is derived from the following convictions:

- that honesty is the foundation of personal integrity
- that honesty promotes substantive learning
- that honesty validates the recognition of scholarly achievement
- that honesty demonstrates respect for the work of others, enabling effective

The Fine Print:

- Make up assignments/exams will only be considered if documentation can be provided for a university-excused absence (e.g., a signed doctor's note documenting reason for absence). It would be preferable to contact me prior to missing the assignment due date or exam, if at all possible.



If you are unable to contact me beforehand (or provide documentation) I will consider a makeup on a case-by-case basis. However points may be deducted depending on the documentation and the timeliness of notice.

- All assignments are due at the beginning of class or as stated on the assignment. Late assignments will be penalized 10% for each 24-hour period they are late and may not be accepted after graded assignments have been returned (typically the following class). Email late assignments through Sakai so that they are appropriately time-stamped.
- Incompletes will not be granted except under extreme circumstances (at my discretion). In the event that a student requests the grade of "incomplete," s/he must

contact me at the earliest possible time to discuss the reason with any supporting documentation. Additionally, students must have at least a passing grade (B- or better) up to that point.

- **Any evidence of cheating will not be tolerated and will result in a minimum of a 0 on the assignment or an F in the course, depending upon the severity.**
- **Dropping the class:** It is your responsibility to understand the University's procedure for dropping a class. If you stop attending this class but do not follow proper procedure for dropping the class, you will receive a failing grade and will also be financially obligated to pay for the class.



Sakai Support: If you have a Sakai technical support question, please contact UOnline Sakai Support in one of the following ways: Toll-Free Phone: 1.855.501.0856; Email: ubsakaisupport@ubalt.edu; **They were contracted specifically to support UB users, so make sure to address your technical questions to them.**

Center for Educational Access: Any student who feels they have a disability that may affect their work, and for which they may require accommodations, should contact the Center for Educational Access (CEA) immediately so that learning needs may be appropriately met. All accommodations must be approved through the CEA Office. Accommodations are not retroactive; therefore planning for accommodations as early as possible is necessary. Please stop by AC-139 or call 410.837.4775 to schedule an appointment with a disability specialist. For more information, please visit the CEA web site.

Langsdale Library: A wide array of library services are available online including the online catalog, electronic databases, electronic reference services, research help, reserved readings in full-text, intercampus borrowing, and interlibrary loan (ILL Express).

Achievement and Learning Center: The ALC is a free resource for all UB students. Any student who feels the need for academic support should contact the ALC, which provides tutoring, individual writing consultations, workshops in writing/public speaking, and peer advising. The ALC writing consultants can offer comments and advice on any writing project for UB courses.