

Psych 181: Emotion, Motivation, and Influence: Psychology in the real world

Summer 20xx – UC Berkeley

Instructor: TBD

Email: TBD

Office Hours: TBD

Office Hour Location: Berkeley Way West Building

Class Time: TBD

Class Location: TBD

Course Description

The goal of this course is to provide students with an introduction to the practical implications of personality and social psychology in the professional setting. Through a combination of theoretical readings and practical applications, students will learn how to apply psychological theory and research to a range of workplace-related questions, such as what makes a workplace attractive to employees, how to match individuals with the right organizations, and how to design jobs that increase employee motivation and build cohesive, collaborative teams. Additionally, the course will explore important topics such as diversity and inclusion in the workplace.

Students in this course will understand the ways in which social/personality psychology is related to organizational behavior, and will possess the background knowledge about individual trait, person perception, social behavior, and group collaboration required to think competently and critically about how to apply these knowledge in the real world.

Course Readings

Students will be required to read three Harvard Business Review cases: "Rob Parson at Morgan Stanley" (Product #: 498054-PDF-ENG), "Tragedy on Everest" (Product #: IN1766-PDF-ENG), and "Taran Swan at Nickelodeon Latin America" (Product #: 400038-PDF-ENG). They will be divided into teams to read the cases and write a case report together. Students will need to purchase the cases from the HBR website. Each team should purchase at least one copy and share the cost.

We also provide additional readings for students who want to learn more about the topic. The readings will be available online before the class begins.

The class doesn't require a textbook.

Course Assessment

Course evaluation	Percentage
Individual work	
Midterm exam	25%
Final exam	25%
Class participation (quiz, in-class activity, etc.)	16% (2%*8)
Team projects	
Team case analysis reports	24% (8%*3)
Team presentation of "Management in the news"	10%
Peer evaluation	Weight for each team project

1. Exams (50%)

Two exams will be given this semester. All will be in-class closed book exams, with multiple choice questions. The exams are not accumulative. Materials to be included in exam questions will come from the assigned readings, lectures, supplemental reading assignments, class discussion, exercises, videos, etc.

2. Class Participation (16%)

All students are expected to attend classes, complete the assigned readings, and actively involved in the discussion during the lecture time. There will be 8 in-class activities or pop quizzes on assigned readings throughout the semester. Each assignment/quiz is 2 points. No late assignments (if arrived after the activity is done) will be accepted.

3. Team case analysis report (24%, 8%*3)

We will read and discuss three in-depth cases. These case studies describe organizational challenges that were encountered in "real life" contexts. These cases provide the opportunity to think about how the concepts discussed in class apply to real world situations. Each team will do

a 3-4 page case analysis report for each case based on the questions provided by the instructor. It is important to answer all the questions and use your critical thinking to offer reasonable responses. Each case analysis report is 8 points.

4. Team presentation of “Management in the News” (10%)

Each team will select a business case related to one of the class topics (better in correspondence to the course plan) that is found on the Internet or from any other sources and do a 10~ 15 minute presentation. The purpose of this presentation is to extend the learning to the real applied world and apply the knowledge we discuss in the class, as well as involve everyone and give you the opportunity to practice verbal presentation skills. The presentation should include three components: 1) Summary of the case: a brief summary of the background and key stories, 2) Connection to the class topics: explaining in depth how the key stories/events relate to the topics discussed in the class, and 3) Interactive discussion with the class on extended issues: identify 2-3 critical thinking questions based on your selected case to engage in the audience to further the understanding and learning from the case. For example, these may include properly diagnosing underlying causes and opportunities for the issue, or developing analysis-based solutions and recommendations for managerial action.

All team members are expected to involve in the preparation of the presentation and at least 3 students are expected to present. Powerpoint slides are required (~20 slides). The presentation is expected to be engaging throughout. Relevant and class appropriate video clips and demonstrations are strongly encouraged. A presentation evaluation form is attached, and the criteria listed will be used to determine your presentation grade.

5. Peer evaluation (used as weight for each team project)

To encourage teamwork and discourage free-riding, you will have opportunities to assess the contributions of your team members after each team projects (team presentation, term paper, and case reports). The final peer evaluation will be purely based upon collective peer ratings, with appropriate explanation and justification if needed. Your peer evaluation score will be used to weight each of the team tasks. A peer evaluation form is in the Appendix.

Student Responsibilities

You will not be required to put in long nights of studying, or have the intellectual capacity of Einstein in order to be successful in this course. However, effort, vigilance, and a positive mindset will be essential for both success and an appreciation of the material that will be presented to you this semester. Listed below are some additional necessary and helpful tips about how to be successful and get the most out of this course.

1. Attend lectures. It is imperative that you come to lectures and pay attention while you are there. These lectures are also intended to be fun.
2. Check announcements: It is your responsibility to check for announcements on bCourses. I will respond to e-mails within 36 hours on weekdays. For more detailed questions, come to office hours.
3. Arrive on time. If you're late, it will be more difficult to comprehend the flow of information, you may miss an activity, and it's just in bad taste to be late.
4. Be prepared. You will learn more and be more prepared to respond to or ask questions if you do this. You will also benefit more from the in-class activities. Do not fall behind in the reading.
5. Be aware of exam dates and assignment due dates. Write them into your date book or calendar today.

Academic Honesty

Both the University and your instructor take academic honesty very seriously. Anyone caught cheating on an exam or assignment will automatically fail the class. Their behavior will also be brought to the attention of the psychology department and University. Afterward, further actions might then be taken by both sources. In addition, do NOT plagiarize. To copy text or ideas from another source (including your own previously, or concurrently, submitted course work) without appropriate reference is plagiarism. Anyone caught plagiarizing in this class will receive a failing grade and will be reported to the University Office of Student Conduct.

Disability Statement

If you are a student who needs academic accommodations or support because of a documented disability, you should contact me and provide copies of your contract or accommodation letters as soon as possible so that appropriate arrangements can be made. All discussions will remain confidential. If you have questions about accessing Disability Support Services, documenting a disability, or requesting accommodations, you should contact the appropriate disability support program at your institution.

Course Schedule

Class	Topic	Reading(pre-class)	Deliverable
()	Course syllabus, team activity (team charter, forming teams), bringing social psychology and the applied world		

2	Perception, attribution, and diversity I	Great Leaders who make the mix work.	
3	Perception, attribution, and diversity II		
4	Individual differences: personality, self-evaluation, attitudes, and emotion	Emotional agility	Team 1, 2 presentation
5	Motivation I: need theory, equity theory, goal-setting theory, and feedback		Team 3, 4 presentation
5	Motivation II: expectancy theory, job design theory, reward and reinforcement	Motivation: the not-so-secret...	Team 5, 6 presentation
7	Communication and negotiation	Negotiating with liars.	Team case report 1 due
8	Case: Rob Parson at Morgan Stanley		
9	Midterm exam		
10	Individual and team decision making	Why good leaders make bad decisions?	Team 7, 8 presentation
11	Group and teams	Why teams don't work.	Team case report 2 due
12	Case: Mt. Everest		
13	Influence and power, and leadership	Leadership that gets results	Team 9, 10 presentation
14	Organizational strategy and culture	Blue ocean strategy	Team 11, 12 presentation
15	Entrepreneurship and innovation	Why implementing corporate...	Team 13, 14 presentation
16	Influence and power, and leadership	Leadership that gets results	Team 15, 16 presentation
17	Case: Taran Swan at Nickelodeon Latin America		Team case report 3 due
18	Final exam		

Schedule is subject to change. Cases will be posted online 1 week before they are due.

Appendix.

Group Presentation Evaluation From

Group number:

Presentation topic:

Presentation Evaluation Criteria	Poor	Fair	Good	Excellent
Presentation contents and slides				
1. The presentation is rich in content, e.g., knowledge, relevant real-world examples, videos or exercise, etc.	0.25	0.5	0.75	1
2. The presentation is clearly structured.	0.25	0.5	0.75	1
3. The analysis of the real-world examples is insightful.	0.25	0.5	0.75	1
4. The connections made to the class topics (e.g., applications, explanations) are accurate and logical.	0.25	0.5	0.75	1
5. The interactive questions are well thought-through.	0.25	0.5	0.75	1
6. The presenters organized insightful discussion with the students, and provided sufficient feedback to students' comments.	0.25	0.5	0.75	1
7. The PowerPoint slides are clear and easy to follow.	0.25	0.5	0.75	1
8. The PowerPoint slides are free of typos, inconsistent fonts, mis-format.	0.25	0.5	0.75	1
Presenters				
9. The presenters presented loud and confidently.	0.25	0.5	0.75	1
10. The presenters explained the ideas clearly.	0.25	0.5	0.75	1
11. The pace of the presentation is appropriate.	0.25	0.5	0.75	1

12. The presenters presented well with little reading off the slides or cheat cards.	0.25	0.5	0.75	1
13. The presenters had sufficient eye contacts with the audience and successfully engaged the classmates.	0.25	0.5	0.75	1
14. This team presents in an enthusiastic way.	0.25	0.5	0.75	1
15. Overall, the presentation is well prepared.	0.25	0.5	0.75	1

Total score _____ * 2/3 = _____ / 10.00