
Psychology 9623A: Work Groups and Teams in Organizations Fall 2019

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Thursday 1:00 - 4:00
Room 8438/8440, SSC

Objective

The purpose of this course is to examine psychological issues associated with work groups (or teams) in organizational settings. Particular attention will be given to the implications, for work attitudes and performance, of the design, structure and composition of groups, as well as the congruence between structure/process variables associated with the group and those of the organization in which it is embedded. Throughout the course, emphasis will be placed on methodological issues associated with work group / team research.

Evaluation

2 thought papers / critiques (10 % each)	20%
Seminar	20%
Research paper	40%
Participation	20%

Timing of Stuff Thought papers must be submitted by the beginning of the class for which they are prepared. **The research paper is due on December 16.** Seminar presentations (30-45 minutes plus questions/comments) will be given during the last 2-3 weeks of class; specific schedules will be determined once the course is underway.

Initial Schedule

September 12 **Introductions / Course Structure & Strategy**

September 19

1/ Overview of Teams

Mathieu, J.E., Hollenbeck, J.R., van Knippenberg, D., Ilgen, D.R. (2017). A century of work teams in the *Journal of Applied Psychology*, 102, 452-467.

Plus any **one** other “overview” teams chapter.... For example:

- Williams & Allen (2008). Teams at work. In J. Barling & C.L. Cooper (Eds.) *The Sage Handbook of Organizational Behavior*. London: Sage.
- Teams Chapter in Zedeck Handbook (in DNJ)

2/ “Romance of Teams”

See: *Journal of Occupational & Organizational Psychology*; Volume 77, December 2004 issue (p. 439-491 incl.)

- Allen, N.J., & Hecht, T.D. (2004a) The romance of teams: Toward an understanding of its psychological underpinnings and implications.
- Plus 4 Commentaries & Response

Remaining Reading / Student Presentation Schedule

To be distributed after 1st class discussion