Attitudes
Psychology 441/541
Fall 2005

Instructor: Dr. Lisa M. Perez                          Phone: 389-5696
Email: lisa.perez@mnsu.edu                          Office: Wiecking Center 332B
Office Hours: T 9-11 am; T 2-5 pm; W 3-6 pm; or by appt.
Website: http://mavweb.mnsu.edu/perezl/courses.htm
TA: Tera Brown

Class Meeting Time: Mondays & Wednesdays 1:00 – 2:15 pm
Location: Wiecking Center B133
Required texts: journal articles and book chapters as assigned in course reading list

Course Overview: In this course, we will examine attitude theories and the measurement of attitudes. This is a core topic area of social psychology. However, because my background is in industrial/organizational (I/O) psychologist, I will be taking an organizational approach to the study of attitudes in this course. Job attitudes are among the most important and widely-researched topics in I/O psychology.

Course Objectives: The objectives of this course are to develop an understanding of the following:
- The components of attitudes and the basics of attitude formation and change
- The relationships between attitudes and behavior
- Some of the major theories in the study of attitudes
- The measurement of attitudes in general
- The measurement of attitudes in organizations, including survey design and the use of different forms of technology to administer organizational surveys
- The major job-related attitudes, including job satisfaction and organizational commitment
- The link between job attitudes and job performance
- The link between employee attitudes and organizational effectiveness
- The formation and measurement of consumer attitudes
- Cultural issues in the study of attitudes in general, and job-related attitudes, specifically

Course Requirements:
Exams: There will be three exams. Students enrolled in PSYC 441 will have different exams than students enrolled in PSYC 541. PSYC 441 exams will be a combination of multiple choice, short answer, and essay questions. PSYC 541 exams will consist entirely of short answer and essay questions.

Written Assignments and Presentations: There will be one major project in the course. Graduate students will complete a group project and presentation involving organizational surveys. Undergraduates will complete a group presentation on a more general attitudinal topic and an individual literature review. Details on all projects will be provided later in the semester.
Attendance: Regular attendance is mandatory. Students are responsible for all information presented in class lectures and discussions as well as readings. There is a strong participation component to this course and it is in the best interests of all students to be at every class. All missed classes must be made-up by writing a two-page (single spaced) overview of the topic that was discussed that week. The overview is due the week immediately following the absence. Missing more than one-half hour of a class (arriving late or leaving early) will be considered an absence. If you miss a class and fail to complete the written overview within the expected time frame, you will be penalized for the attendance portion of your grade.

In-class participation: This is an upper-level course. I expect you to come to class each day with the readings prepared and ready to discuss the topics critically. If it reaches a point where I feel that you are not prepared or participating adequately, I will institute daily quizzes over the readings. I would prefer NOT to do this, but I will resort to this if my expectations are not being met. At this level, we should be learning from one another. We should all benefit from sharing critical analysis of the readings, from expressing our opinions about the relevant issues, and from respectfully listening to the viewpoints of your classmates and the instructor. Note that the written summaries can make up for your attendance grade but not your participation grade.

Grading:

441

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<th>Component</th>
<th>Points</th>
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<tbody>
<tr>
<td>3 exams</td>
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<td>Group presentation</td>
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<td>Article assignments</td>
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<td>Attendance &amp; Participation</td>
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541

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Grading Scale:

- A  90 – 100%
- B  80 – 89%
- C  70 – 79%
- D  60 – 69%
- F  59 – 0%
Academic Issues:

Every attempt will be made to accommodate qualified students with disabilities. If you are a student with a documented disability, please see me as early in the semester as possible to discuss the necessary accommodations, and/or contact the Disabilities Services Office at (507) 389-2825 (V) or 1-800-627-3529 (MRS/TTY).

Academic misconduct (e.g., cheating, plagiarism) will lead to a grade of zero on the exam or assignment in question.
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<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Readings</th>
<th>Assignments</th>
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<tbody>
<tr>
<td>M 8/29</td>
<td>Course Intro</td>
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<td>W 8/31</td>
<td>Intro to Attitudes</td>
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<tr>
<td>M 9/5</td>
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PRESENTATIONS: Thursday, December 15 - 12:30-2:30
Tentative Reading List

Monday 8/29: Course Intro

- Intro to class
- Background Info form
- Review syllabus

Wednesday 8/31: What are Attitudes?


Myers, Chapter 4 (optional review; highly recommended if you’ve never taken Social Psychology

Monday 9/5: Labor Day

No Class

Wednesday 9/7: Attitude Behavior Relationships

Aiken, L. R. (2002). Chapter 1

Monday 9/12:

No Class

Wednesday 9/14: Attitude Behavior Relationships


Monday 9/19: Attitude Formation & Change


Wednesday 9/21: Attitude Formation & Change


Monday 9/26: Attitude Measurement – Msmt Types and Theoretical issues


Wednesday 9/28: Attitude Measurement – Practical Issues


Monday 10/3: Undergraduate PRESENTATIONS – Specific Attitudes

* Review for EXAM 1

Wednesday 10/5: EXAM

Monday 10/10: Job Attitudes: Background & Theories


Wednesday 10/12: Job Attitudes: Measurement


Monday 10/17: Individual Differences: Demographics, Disposition & Personality


**Wednesday 10/19: Individual Differences - Disposition/Personality**


**Monday 10/24: Job Characteristics & Environmental factors**


**Wednesday 10/26: Job Characteristics & Environmental factors**


**Monday 10/31: The Job Satisfaction-Job Performance Relationship (Individuals)**


**Wednesday 11/2: Attitude-Job Performance Relationships (Groups & Organizations)**


Monday 11/7: EXAM

Wednesday 11/9: Organizational Commitment

Meyer & Allen, Chapter 2


Monday 11/14: Occupational/Career Commitment & Job Involvement


Wednesday 11/16: Consequences of Job Attitudes OCBs, CWBs, and Life Satisfaction


Monday 11/21: Consequences of Job Attitudes


**Wednesday 11/23: Employee Withdrawal**


**Monday 11/28: Employee Withdrawal**


**Wednesday 11/30: Related topics: Mood/emotions & affect at work, Organizational Justice**


**Monday 12/5: EXAM**

**Wednesday 12/7: 541 Presentations**

**Thursday December 15, Final Exam Period – 541 Presentations**