



PSYCHOLOGY 2061B (570)
Psychology at Work
Fall/Winter 2025-2026

Instructor: Dr. Livia Veselka
Email: lveselk@uwo.ca

Course Information

Calendar Description:

This course introduces students to the field of industrial and organizational (I/O) psychology and its contributions to enhanced organizational effectiveness and quality of work life. I/O psychology offers an evidence-based approach to hiring, training, performance management, and leadership, and provides insight into the motivation and behaviour of individuals and teams.

Prerequisite(s):

Antirequisite(s): [Psychology 2660A/B](#), [Psychology 2060](#).

Extra Information: 3 lecture hours.

Course Weight: 0.50

Breadth: Category A

Subject Code: PSYCHOL

Notice: Unless you have either the requisites for this course (fulfilment of pre-requisites, no anti-requisite conflicts), or special permission from your Dean to enrol in it, you may be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites.

King's University College
Psychology 2061B (570)
Psychology at Work
Winter 2026

Course information:

Course Name, Number, Section: Psychology at Work (PSYCHOL 2061B-570)

Instructor(s): Livia Veselka

Contact Information: lveselk@uwo.ca

Office hours: Tuesdays, 1:00 PM-3:00 PM via Zoom

Course description:

This course introduces students to the field of industrial and organizational (I/O) psychology and its contributions to enhanced organizational effectiveness and quality of work life. I/O psychology offers an evidence-based approach to hiring, training, performance management, and leadership, and provides insight into the motivation and behaviour of individuals and teams.

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Course learning outcomes:

Upon successful completion of this course, students will be able to:

- identify and describe major concepts, theories, and topics in I/O psychology
- recognize methodological issues important to the study of I/O psychology
- think critically about a range of issues pertinent to I/O psychology
- apply concepts and theories in I/O psychology to real workplace problems
- discuss and write about concepts and theories in I/O psychology

Mode of Instruction:

The course will consist of **in-person lectures**. Prior to each lecture, students will be provided with **abbreviated lecture slides** through Brightspace. These abbreviated lecture slides will contain some but not all of the information discussed in the lectures. Students

are expected to take their own notes during each lecture in order to fill in missing details.

Students are expected to attend all weekly lectures. Regular attendance is essential for keeping up with course content, as lectures often include material not covered in the textbook. A strong attendance record is therefore crucial for success. If you miss a lecture for any reason, it is your responsibility to obtain notes from a classmate. Please note that the instructor does not provide lecture slides or notes.

Course textbooks/materials:

The following textbook is *required* for the course:

Colquitt, J. A., LePine, J. A., Wesson, M. J., Gellatly, I., & Kabat-Farr, D. (2025). *Organizational behaviour: Improving performance and commitment in the workplace* (6th ed.). McGraw-Hill.

[Print ISBN: 9781265685263; Ebook ISBN: 9781264675036]

Students need to purchase the specified edition. Older editions will not be sufficient. Second-hand copies of the textbook are acceptable.

A print version of the textbook can be purchased from the Dellelce Family Bookstore for \$163.15. Alternatively, the textbook can be rented for \$59.00 for a 180-day period.

https://bookstore.uwo.ca/textbook-search?campus=KC&term=W2025B&courses%5B0%5D=570_KC/PSY2061B

Textbook readings have been assigned for each unit. Students are expected to keep up with the readings, and to take their own notes as they complete these readings. Note that the material covered in lectures will not always be the same as the material covered in the textbook. These two sources should be viewed as complementary and not redundant. As such, students who want to do well in this course should ensure that they are reading the assigned chapters in addition to attending lectures.

Students are responsible for checking the course Brightspace Classroom Site (<https://westernu.brightspace.com/>) regularly for news and updates. This is the primary method by which information will be disseminated to all students in the class.

If students need assistance with the Brightspace site, they can seek support on the [OWL Brightspace Help](#) page. Alternatively, they can contact the Western Technology Services Helpdesk. They can be contacted by phone at 519-661-3800 or ext. 83800.

Method of evaluation:

There are a total of three assessments in this course:

Exam 1:	Thursday, February 26, 2026; 12:00 p.m. - 2:00 p.m.	= 35%
Reflection Paper:	Thursday, March 19, 2026 (11:59 p.m.)- flexible	= 30%
Exam 2:	to be scheduled (April 12-30, 2026)	= 35%

Exams (70%)

This course will have two in-person examinations. Exams are not cumulative. Exam 1 will cover Units 1-5, and Exam 2 will cover Units 6-9.

- Exams are multiple-choice in format. The multiple-choice format allows for assessment of students' detailed knowledge of a broad range of concepts, theories, principles, and research that other formats may not permit. There are different types of multiple-choice questions used in this course, including application-based questions. Although application-based questions can be challenging for students, they are necessary to meet the learning outcomes of this course, and to allow students to develop an appreciation for and understanding of the course material as it relates to organizational settings.
- Each exam will be scheduled for 2 hours and consist of 60 questions.
- All exams are closed-book, proctored examinations.
- Dictionaries are not allowed into the examinations.
- Electronic devices of any kind (including cell phones, smart watches and calculators) are not permitted at exams.
- Students are responsible for material covered in the lectures as well as the assigned chapters/sections in the text.
- Exams will not be returned to students but may be reviewed by contacting your instructor.

Reflection Paper (30%)

Each student will write an individual reflection paper that is approximately 1800 words in length (i.e., approximately 7-8 pages).

In this paper, students will select an organizational experience. Organizational experiences are not limited to jobs, and may also include long-term project teams, clubs, sports teams, volunteer work, membership in a spiritual organization, etc.

Students will explain and analyze their selected organizational experience through the lens of organizational behaviour theory. To do this, they will draw on concepts learned in the course, as well as three additional peer reviewed research articles of their choosing.

Students will then offer personal insights they may have gained in their exploration of the situation.

Assignments will be submitted electronically in Word format through Brightspace, and will then automatically be submitted to Turnitin.com, the plagiarism checking software utilized by Western.

Although a deadline of Thursday, March 19, 2026 (11:59 p.m.) has been set for this report, a flexible deadline is in place. As a result, the instructor will accept reports during an additional 48-hour window without penalty, until Saturday, March 21 (11:59 p.m.). After this point, a late penalty of 5% for each day thereafter, including each day of a weekend or holiday shall apply to all late assignments. Late reports will not be accepted after 5:00 p.m. on Friday, March 27.

Additional details and instructions will be provided to students through Brightspace and during lecture hours.

Academic Considerations:

All Academic Consideration requests must include supporting documentation; however, recognizing that formal documentation may not be available in some extenuating circumstances, the policy allows students to make one Academic Consideration request without supporting documentation.

In this course, the following assessments are excluded from the above-mentioned policy, and therefore **always require formal supporting documentation**:

- Exam #1 (designated by the instructor as the one assessment that always requires documentation when requesting Academic Consideration)
- Exam #2 (defined by policy-- examination scheduled during official examination period)

When a student misses a course exam, they will be permitted to write a makeup exam. The date and time of the make-up examination will be set by the instructor, who will communicate the information to the student.

If a student is unable to attend the scheduled make-up, then the student is responsible for obtaining new accommodations with documentation from Academic Counselling, and seeking a new make-up date with the instructor within a reasonable time frame.

Evaluation Scheme for Missed Assessments

Makeup Exam Requests for Exam 1: The makeup exam will take place on **Friday, March 13** (2-hour duration). The location of this exam will be announced closer to the exam date. If a student is unable to attend the scheduled make-up, then the student is responsible for obtaining new accommodations *with* documentation from Academic

Counselling, and seeking a new make-up date with the instructor within a reasonable time frame. Makeup exams may only be written with the instructor's consent.

Makeup Exam Requests for Exam 2 (Final Exam): When a student misses the Final Exam and their Academic Consideration has been granted, they will be allowed to write the Special Examination (the name given by the University to a makeup Final Exam). See the Academic Calendar for details (under [Special Examinations](#)), especially for those who miss multiple final exams within one examination period.

The date and time of the make-up examination will be determined by the department and the University, outlined in the Academic Handbook:

https://www.uwo.ca/univsec/pdf/academic_policies/exam/definitions.pdf.

If a student is unable to meet the scheduled make-up, then the student is responsible for obtaining new accommodation from Academic Counselling, and seeking a new make-up date with the instructor within a reasonable time frame.

Coursework with Assessment Flexibility

This course employs a flexible deadline for the reflection paper. The assignment deadline can be found above in the course outline. For this assignment, students are expected to submit the assignment by the deadline listed. Should illness or extenuating circumstances arise, students are permitted to submit their assignment up to 48 hours past the deadline without academic penalty. Should students submit their assessment beyond 48 hours past the deadline, a late penalty of 5% for each day thereafter, including each day of a weekend or holiday shall apply to all late assignments. Late reports will not be accepted after 5:00 p.m. on Friday, March 27. As flexible deadlines are used in this course, requests for academic consideration will not be granted.

Essential Learning Requirements

Even when Academic Considerations are granted for missed coursework, the following are deemed essential to earn a passing grade:

The completion of both exams to ensure that students demonstrate sufficient mastery of the learning outcomes. Requests made by students to miss an exam and to re-weigh remaining exams will be denied given that this approach would not allow for the comprehensive assessment of all course material.

Academic Integrity / Remote Proctoring:

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following Web site:

http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the Academic Calendar.

Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "you didn't know it was wrong" will not be accepted as an excuse.

Within this course, use of generative artificial intelligence (AI) tools (such as ChatGPT, translation tools, and grammar-checking tools) is not permitted for written work submitted for evaluation. Unauthorized use of AI will be subject to academic discipline.

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

Schedule of Classes, Readings, Assessments:

Below is a brief summary of the lecture and examination schedule. A more detailed schedule will be posted on our Brightspace course site. Any changes to this lecture schedule will be communicated to you as soon as possible.

January 8:	Unit 1- Introduction to Organizational Behaviour Chapter 1
January 15:	Unit 2- Job Performance and Organizational Commitment Chapter 2, Chapter 3
January 22:	Unit 3- Personality, Cultural Values, and Ability Chapter 4
January 29:	Unit 4- Job Satisfaction Chapter 5
February 5:	Unit 5- Stress and Motivation Chapter 6, Chapter 7
February 12:	Exam 1 Review Week

- February 14-22: Winter-Term Reading Week (no classes this week)
- February 26: Exam 1 (12:00 p.m. - 2:00 p.m., location TBD)
Covers Units 1-5**
- March 5: Unit 6- Learning and Decision-Making
Chapter 9
- March 12: Unit 7- Communication
Chapter 10
- March 19: Reflection Paper Due (11:59 p.m.)**
- March 26: Unit 8- Team Characteristics & Processes
Chapter 11
- April 2: Unit 9- Leadership Styles and Behaviours
Chapter 13
- April 12-30: Exam 2 (to be scheduled during the final exam period)
Covers Units 6-9**

Department of Psychology Policies Related to AI Tools

1. Policy on the Use of Generative AI Tools

The Department of Psychology expects that students will submit work that is truly their own, completed without external assistance (human or artificial).

The use of generative AI tools (such as ChatGPT) is not permitted for any submitted coursework unless express permission has been granted by your instructor.

Students **should not have AI tools write any part of their assignments or papers, either by copying and pasting or by paraphrasing the output.** Unauthorized use of AI constitutes an academic offence and will be subject to academic discipline.

Additional information: Students can use AI tools to clarify questions they have about course content (e.g., you can ask ChatGPT about a course concept to help with your understanding), but students should be aware that the response may be inaccurate or inconsistent with the course content. Asking your instructor is a more effective strategy. Students should note that information provided by AI tools such as ChatGPT can include mistakes, inaccuracies, biases, and outdated information. Whenever these tools are used, students should cross-verify the information provided to them. This means verifying that the sources used by AI exist and have been accurately summarized, consulting multiple original and reputable up-to-date sources to verify information, and being cautious of bias that could be present in the information provided.

2. Policy on Use of Translation Tools*

The Department of Psychology views the unapproved use of translation or language applications as an academic offence.

Any usage of translation applications or language generation by students to complete specific assigned work for this course **must be approved** by the instructor **prior** to submitting the work **and noted by the student in the submitted work** itself.

Writing text and then feeding it into a computer application to improve or translate your own words, changing a few words, and then submitting this text as if it was your own **constitutes plagiarism.** You must compose text, choose words, construct logic flow, structure sentences and paragraphs to organize, synthesize, interpret information with your own mind. When you borrow language or ideas from another person or from a machine this must be acknowledged with quotation marks and/or citations.

Why do we have this policy?

- Translation is intellectual work and produces intellectual property, thus any text which is translated must cite the translator.
- Psychology endeavors to advance students' linguistic, analytic, and reasoning competencies – this can not happen outside of specific language competencies.
- Earning a university degree signals that an individual has advanced literacy and communicative skill in the language of instruction at the university; this is English at King's University College at Western University. If translation machines are used by students without regulation, we will have no way of certifying whether these competencies exist and fewer mechanism for encouraging students to do the hard work to develop them.

** Based on the policy developed by the Department of Child and Youth Studies*

KING'S UNIVERSITY COLLEGE
GENERAL COURSE POLICIES
2025-2026

1. Academic Accommodations, Consideration for Absences

Academic Accommodation (Accessibility)

Accessibility Services works to ensure that academic programs are accessible to all students, and supports students who may have a condition related to, but not limited to, vision, hearing, mobility, different ways of learning, mental health, chronic illnesses, chronic pain, autism spectrum disorder, ADD/ADHD, and temporary conditions (beyond short-term academic consideration). Accessibility Services provides recommendations for accommodation based on medical documentation or psychological and cognitive assessment. The accommodation policy can be found here [Academic Accommodation for Students with Disabilities](#). Information on Accessibility Services at King's can be found [here](#).

Academic Consideration for Student Absence

If a student is unable to meet a course requirement due to substantial but temporary extenuating circumstances (medical or compassionate), they should follow the procedures below.

In some cases, where instructors have built flexibility into their assessments, this flexibility will already address consideration needs.

Requests for academic consideration should be directed to the Academic Advising Office of your faculty/college of registration. Requests must be made as soon as possible and no later than 48 hours after the missed assessment.

As a rule, documentation is required for academic consideration. For academic consideration requests on medical grounds, the Student Medical Certificate is available at https://www.kings.uwo.ca/kings/assets/File/currentStudents/courses_enrollment/exams_and_tests/SMC-Feb-2025.pdf.

Students are permitted one academic consideration request without supporting documentation per term per course.

Instructors may designate one assessment per half-course weight as requiring formal supporting documentation. Please refer to the course outline for each course.

For further information, please see:

https://uwo.ca/univsec/pdf/academic_policies/appeals/academic_consideration_Sep24.pdf

Please note, Friday Make-Up Exams may only be written with the instructor's consent.

Absences from Final Examinations

If you miss the Final Exam, contact the Academic Advising Office of your faculty/college of registration as soon as you are able to do so. They will assess your eligibility to write the Special Examination (the name given by the University to a makeup Final Exam).

You may also be eligible to write the Special Exam if you are in a “Multiple Exam Situation” (e.g., more than 2 exams in 23-hour period, or more than 3 exams in a 47-hour period).

If a student fails to write a scheduled Special Examination, the date of the next Special Examination (if granted) normally will be the scheduled date for the final exam the next time this course is offered. The maximum course load for that term will be reduced by the credit of the course(s) for which the final examination has been deferred. See the Academic Calendar for details (under [Special Examinations](#)).

Religious Accommodation

Students should consult the University's list of recognized religious holidays, and should give notice in writing to the instructor and Academic Advising Office if a course requirement will be affected by a religious holiday/observance. Notice must be given as early as possible, and no later than two weeks prior to an examination, and one week prior to a midterm test date. It is the responsibility of such students to inform themselves concerning the work done in classes from which they are absent and to take appropriate action.

2. Support Services

Accessibility, Counselling and Student Development at King’s University College:

<https://www.kings.uwo.ca/current-students/student-services/>

Students experiencing emotional or mental health distress can access services at King’s University College: <http://www.kings.uwo.ca/current-students/campus-services/student-support-services/personal-counselling/>

Good2talk is a good online and phone 24/7 resource for students and is available in English, Mandarin, and French: <https://good2talk.ca>, 1-866-925-5454

MentalHealth@Western provides a complete list of options about how to obtain help:

https://www.uwo.ca/health/mental_wellbeing/

Academic Support Services at King’s University College:

<https://www.kings.uwo.ca/current-students/academic-resources/>

GBSV Support:

King’s is committed to reducing incidents of gender-based and sexual violence and providing compassionate support to anyone who has gone through these traumatic events. If you have

experienced sexual or gender-based violence (either recently or in the past), you will find information about support services for survivors, including emergency contacts at: <https://www.kings.uwo.ca/about-kings/safe-campus/gender-and-sexual-violence/>

You can reach someone supports at Kings by emailing Care@kings.uwo.ca or calling 519-930-4640 to reach a social worker who can offer help.

You can also reach Western's Gender-Based Violence & Survivor Support Case Manager by [email](#) or by calling 519-661-3568.

Further supports can be found on this website: <https://www.kings.uwo.ca/about-kings/safe-campus/gender-and-sexual-violence/>

See also https://www.uwo.ca/health/student_support/survivor_support/get-help.html

University Students' Council offers many valuable support services for students, including the health insurance plan: <http://westernusc.ca/services/>

3. Statement on Use of Electronic Devices

Use of Electronic Devices: Unless explicitly stated otherwise, you are not allowed to have a cell phone, or any other electronic device, with you during tests or examinations. Unauthorized possession of such a device during a test or examination constitutes an academic offence.

Use of Laptops, Tablets, and Smartphones in the Classroom: King's University College at Western University acknowledges the integration of new technologies and learning methods into the curriculum. The use of electronic devices such as laptop computers, tablets, or smartphones can contribute to student engagement and effective learning. At the same time, King's recognizes that instructors and students share jointly the responsibility to establish and maintain a respectful classroom environment conducive to learning.

The use of electronic devices by students during lectures, seminars, labs, etc., shall be for matters related to the course at hand only. Students found to be using electronic devices for purposes not directly related to the class may be subject to sanctions under the Student Code of Conduct; see <https://www.kings.uwo.ca/current-students/student-affairs/code-of-student-conduct1/>

Inappropriate use of electronics (e.g., laptops, tablets, smartphones) during lectures, seminars, labs, etc., creates a significant disruption. As a consequence, instructors may choose to limit the use of electronic devices in these settings. In addition, in order to provide a safe classroom environment, students attending in-person class sessions are strongly advised to operate laptops with batteries rather than power cords.

4. Statement on Academic Offences

King's is committed to academic integrity. Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, is posted at

http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf

It is expected that students will submit work that is truly their own, completed without external assistance (human or artificial) except as explicitly permitted by the course instructor. Check with your instructor on what tools, including generative AI (ChatGPT, translation tools, grammar-checking tools) are permitted in the course. Because a tool is permitted in one course, that does not mean it is permitted in other courses.

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system; see https://elearningtoolkit.uwo.ca/tools/Originality_Reports - TurnItIn.html.

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating.

5. Copyright of Course Material

Lectures and course materials, including PowerPoint presentations, tests, outlines, and similar materials are protected by copyright. Faculty members are the exclusive owner of copyright in those materials they create. Students may take notes and make copies for their own use. Students may not allow others to reproduce or distribute lecture notes and course materials publicly (whether or not a fee is charged) without the express written consent of a faculty member. Unauthorized sharing of class content is subject to academic discipline.

Similarly, students own copyright in their own original papers and exam essays. If a faculty member wishes to post a student's answers or papers on the course website, they should ask for the student's written permission.

6. Use of Recordings

Participants in this course are not permitted to record the sessions, except where recording is an approved accommodation and/or the participant has the prior written permission of the instructor. Unauthorized recording and/or sharing of class content is subject to academic discipline.

7. Policy on Attendance

Any student who, in the opinion of the instructor, is absent too frequently from class or laboratory periods in any course, will be reported to the Dean of the Faculty offering the course, after due warning has been given. On the recommendation of the department concerned, and with the permission of the Dean of that Faculty, the student will be debarred from taking the regular examination in the course.