Counterproductive Work Behavior

PSY 710 Section 001 (3.0 credit hours)
Spring 2015
Wednesday 4:30 – 7:15
736 Poe Hall
http://iopsychology.chass.ncsu.edu/craig/cwb

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Office Hours: By appointment
(Please email to schedule)
Psychology Dept. Phone: 515-2251

Course Description & Objectives

This course will examine deviant and counterproductive behavior in the workplace. The course will be taught from an industrial-organizational psychology perspective, emphasizing both basic and applied aspects of the phenomena under study. Primary emphasis will be placed on preparing students to conduct independent research in the area of counterproductive work behavior by acquainting them with research literature and methods. Secondary emphasis will be placed on the methods and tools used to solve organizational problems in applied settings. Both selection and development approaches to organizational intervention will be addressed. Throughout all segments of the course, emphasis will be placed on students’ development of critical, independent thought with regard to the phenomena being examined.

After completing this course, students will be able to:

- Understand published research and theory related to the covered subject matter and apply it to real-world situations.
- Identify the strengths and weaknesses of research and theory in the studied areas.
- Identify gaps in our knowledge of the studied areas.
- Design research studies to address the gaps in our knowledge.

Although it has been designed for doctoral students in industrial-organizational psychology, students from other disciplines related to human resource management in organizations will also benefit and are welcome in the course.

Prerequisites: Six hours in graduate-level psychology courses or permission of the instructor. This course assumes a working knowledge of correlation, regression, and psychological measurement. Students who do not have at least a rudimentary understanding of those topics might have difficulty in this course. If you are not sure whether you should take this course, the instructor will be happy to discuss it with you.
Reading Material
No textbook is required for this course, although several suggestions for optional supplemental books are available on the course web site. All required readings will be made available from the course web site. Students are strongly encouraged to print the readings and bring them to class on the days they are to be discussed. All reactions to readings written by class members each week are required reading.

Course Requirements & Grading
This is a doctoral-level course. As such, a high level of independent thought and initiative will be expected from students. Students are expected to attend each class ready to actively discuss the topic assigned for that week, and having completed all assigned readings—including your classmates’ reactions (explained below).

The typical class format will be an interactive discussion involving the instructor and all students. Occasional deviations from this format may include field trips or guest speakers. These will be announced as they are scheduled, and the course calendar adjusted accordingly.

Your grade in the course will be based on your performance in three domains, as follows:

Class Participation (30%). Your participation grade will derive from (1) your weekly reactions and (2) your participation in class discussions, with each counting 50%. Each week you will compose a brief reaction to that week’s reading assignment and post it to the class’ online message board. Each reaction should consist of two to three bullet points that represent the key contributions of the reading to our knowledge about its respective topic. Strict adherence to APA style is not required; reactions may be informal and conversational in tone. Reactions should be posted by 5:00 PM on Tuesday. Late reaction papers will be accepted until 2:00 PM on the day of class, and will incur a 5% score penalty for each hour late. Individual reaction papers will not be graded, but will collectively contribute to your overall class participation score. During scheduled class time, each student is expected to actively participate in discussion of the assigned reading and his or her classmates’ reactions.

Note: Although there is no explicit attendance policy for this course, it is impossible to participate in class discussions if you are not present. Therefore the maximum possible participation score on a missed class day is 50% (i.e. for submitting a full-credit reaction). Students providing documentation for absences considered excusable under University policy (http://policies.ncsu.edu/regulation/reg-02-20-03) will have the missing in-class participation score excluded from the calculation of their semester average so they are not penalized.

Midterm Examination (35%). A midterm exam will be administered approximately halfway through the semester. There will be two components: an objective, closed-book portion to be completed during scheduled class time and a take-home, open-book portion to be turned in by the following class period. Whereas the in-class component of the exam will emphasize objective facts from the material covered, the take-home component will test each student’s ability to
demonstrate independent thought in synthesizing information and integrating diverse perspectives.

**Final Project (35%).** Each student will write a paper as a final project. The default format for the project is a proposal for an empirical research study in the domain of counterproductive work behavior, but other formats may be approved by the instructor. Projects are due at the end of the semester (see course calendar for specific dates). The final form of the project will include (1) a written paper between 15 and 30 pages in length and (2) an oral presentation of that paper on the last day of class. Research proposals should conform strictly to APA style. Students will have individual meetings with the instructor to discuss their research ideas during a normal class period that will be allocated for this purpose (see course calendar at end of this syllabus for date).

**Optional Waiver of Midterm Examination.** In order to encourage students’ active involvement in research activity, students will be eligible for a waiver of the midterm examination if they meet either of the conditions described below on or before the date of the midterm. Students who qualify for the midterm waiver and choose to accept it will have their final grades calculated only on the basis of their participation (40%) and final project (60%). Students who qualify for the waiver are not required to accept it, but a decision to accept the waiver becomes irrevocable on the day of the midterm (i.e. you cannot change your mind and take the midterm later). Students who qualify for the waiver on or before the day of the midterm but take the midterm anyway may delay their decision until the last regular class day.

**Condition 1: Paper Submission.** Students will qualify for the midterm waiver if they submit an approved paper to an approved conference or journal before the date of the midterm examination. The paper must be an empirical research study addressing a topic related to counterproductive work behavior. Conferences must be national in scope (e.g., Society for I-O Psychology, American Psychological Association, Association for Psychological Science, Academy of Management) and journals must be scholarly. Your choices for your submission must be approved in advance by the instructor.

**Condition 2: Modified Final Project.** Students will qualify for the midterm waiver if they turn in a submission-quality manuscript reporting a completed empirical study as a final project instead of a research proposal. The proposed study must address a topic related to counterproductive work behavior. Students taking this option will present their completed studies (i.e. with data analyzed and results interpreted) on the last day of class along with the other final projects. Students who do not take the midterm and do not complete their modified final projects according to the due dates at the end of this syllabus will have their course grades calculated using a grade of zero for the midterm examination. *There will be no extension of due dates or Incomplete grades given.*

Group work on submissions or modified final projects may be allowed in some cases (see instructor for approval) but no more than three class members may receive waivers from the same submission or project. Group work is not allowed on standard final projects.
Final course grades will be assigned using the following scale:

- A+ = 99-100
- A  = 91-98
- A- = 90
- B+ = 89
- B  = 81-88
- B- = 80
- C+ = 79
- C  = 71-78
- C- = 70
- D+ = 69
- D  = 61-68
- D- = 60
- F  = 59 or below

**NC State Policy on Working with Students with Disabilities:**
Reasonable accommodations will be made for students with verifiable disabilities. In order to take advantage of available accommodations, students must register with Disability Services for Students at 1900 Student Health Center, Campus Box 7509, 919-515-7653. For more information on NC State's policy on working with students with disabilities, please see the Academic Accommodations for Students with Disabilities Regulation ([http://policies.ncsu.edu/regulation/reg-02-20-01](http://policies.ncsu.edu/regulation/reg-02-20-01)) and visit [http://dso.dasa.ncsu.edu](http://dso.dasa.ncsu.edu).

**NC State Policy on Equal Opportunity and Non-discrimination**
This course complies with NC State's policy on equal opportunity and non-discrimination. For details, please see [http://policies.ncsu.edu/policy/pol-04-25-05](http://policies.ncsu.edu/policy/pol-04-25-05).

**Academic Honesty Policy**
This course adheres to NCSU’s Code of Student Conduct ([http://policies.ncsu.edu/policy/pol-11-35-01](http://policies.ncsu.edu/policy/pol-11-35-01)). For further information, please see [http://studentconduct.ncsu.edu/policies-and-procedures](http://studentconduct.ncsu.edu/policies-and-procedures).
## Course Calendar

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<tr>
<td>January 7</td>
<td>Course Overview</td>
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<td>14</td>
<td>Introduction to CWB / Models &amp; Frameworks</td>
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<td>21</td>
<td>Employee Reliability</td>
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<td>28</td>
<td>Employee Theft</td>
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<td>February 4</td>
<td>Vandalism &amp; Sabotage</td>
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<td>11</td>
<td>White Collar Crime</td>
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<td><strong>18</strong></td>
<td><strong>Midterm Exam</strong> <em>(take in-class portion, pick up take-home questions)</em></td>
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<td><strong>25</strong></td>
<td><strong>Final Project Conferences (sign up for a time slot)</strong></td>
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<td><strong>Take-home portion of midterm exam due</strong></td>
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<td>March 4</td>
<td>Antecedents &amp; Interventions</td>
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<td>11</td>
<td>No Class (Spring Break)</td>
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<td>18</td>
<td>Narcissism, Psychopathy, &amp; Antisocial Personality</td>
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<td>25</td>
<td>Incivility, Bullying, &amp; Harassment</td>
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<td>April 1</td>
<td>Physical Aggression &amp; Violence</td>
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<td>Destructive Leadership</td>
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<td><strong>Final Project Presentations</strong></td>
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<td>22</td>
<td>No class (SIOP Conference)</td>
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<td><strong>29</strong></td>
<td><strong>Final Project Papers Due</strong></td>
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