I. Class Information

Instructor: Dr. Deborah E. Rupp  
Class: Wednesday 1:30PM -4:30 PM in Psych 2115  
Office Hours: By appointment  
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Office location: Psych 2114

II. Introduction

This course brings together both classic and emerging topics within I/O Psychology including:

**Organizational justice:** The extent to which working adults hold organizations and other organizationally-relevant stakeholders morally accountable for their actions and judge them as fair or unfair (Rupp et al., in press).

**Behavioral Ethics:** The study of individual behavior that is subject to or judged according to generally accepted moral norms of behavior (Trevino & Reynolds, 2006).

**Corporate Social Responsibility (CSR):** A firm’s considerations of, and response to, issues beyond the narrow economic, technical, and legal requirements of the firm to accomplish social (and environmental) benefits along with the traditional economic gains which the firm seeks (Davis, 1973). In Psychology, we study individuals’ perceptions of and reactions to CSR, as well as CSR-related decision making.

**Humanitarian Work Psychology (HWP):** The synthesis of organizational, industrial, work, and other areas of psychology with deliberate and organized efforts to enhance human welfare. The study of which includes activities that are not only traditionally associated with humanitarian assistance and international development, but also with the promotion of the International Labour Organisation’s (ILO) concept of decent work, as well as, poverty-reduction. (www.GOHWP.com).

Whereas some of these topics have been discussed and studied in the literature for quite some time, others are emerging as “mainstream” topics within I/O Psychology, or have been more within the purview of other organizational disciplines (e.g., strategic management).
In this course we will survey this literature with a goal of integration—that is, to understand the deeper theoretical root structure that connects these fields. We will also seek to, through this integration, offer new insights to this emerging discourse in the form of new primary research.

III. Class Format

Our in-class sessions will take on a variety of formats. Every week we will discuss readings, as well as, “workshop” each course member’s evolving research paper. Guest speakers from other universities, who are considered thought leaders on the various topics covered in the class, will also be invited to present/join our discussions via Skype. For each class session, students are expected to have:

- read all assigned readings (in-depth; prior to class)
- prepared talking points for each reading
- prepared a research update including:
  - progress made over the course of the week
  - questions/discussion points for the group

Students are also expected to assign readings to the class to guide these discussions as appropriate.

Workshop. A segment of class time will be devoted each week to furthering your own individual programs of research. The primary “deliverable” for this course is a full research paper or proposal in APA-format at the level, length, and caliber of a top-tier journal publication. Although data need not be collected and analyzed, the paper should contain a literature review, a methods section, a data analysis plan/proposed results lay-out, and a discussion section. This course is designed to help you move forward with your research. Thus, weekly progress on your research will be expected. We will take class time to discuss your weekly progress, help you resolve challenges and hurdles you may be facing, and apply your actual research to the topics covered in the readings to life.

Finally, you will never succeed as a researcher without sharp skills in the area of scientific writing. **Every week, you are required to email me one page (or less, but not more) from some aspect of your working paper,** which I will return to you the following week with feedback.

IV. Grades

Your grade will be determined as follows:
Weekly discussions of readings 20%
Weekly presentation/discussion leadership on research progress (Including one page of text turned in each week for writing critique) 20%
Weekly participation in the research discussions of others 20%
Research paper (due 5/9) by email/hard copy 40%
V. Required Course Materials

We will be reading a number of chapters out of the following four books, as well as, a number of additional journal articles.


The papers assigned for each week were carefully chosen to be comprehensive, recent (with the exception of some classics and highly cited papers), and relevant. Most are published in the field’s leading journals. An electronic reserve has not been created, as it is important that you hone your skills in obtaining research articles. Online versions of all the articles are available. PsycINFO/PsycARTICLES is a searchable database available on our library website containing full text articles. EBSCO/Academic Search Premier, also available on the library website, is another useful searchable database for organizational scientists. And of course there is our beloved Google Scholar. You should become astute in conducting literature searches on these systems. For additional assistance, feel free to contact a research librarian who would be happy to assist you.

VI. Topics, Course Calendar, and Readings

Below, I have provided a list of references on the potential topics to be covered. I have provided more than we will actually read/discuss, in that knowing about these works may aid your research. We will decide together upon a more condensed list to be discussed each week, and you are encouraged to nominate additional readings (or noteworthy references) that are relevant to your own research pursuits or the seminar in general.

We will meet/not meet the following weeks:

1/15
1/22
1/29
2/5
2/12
2/19 Week to work on papers – No formal class
2/26
3/5
3/12
3/19: Spring Break—No Class
3/26
4/2
4/9
4/16
4/23
4/30
5/7 – Exam Week –
5/9 – Final Paper Due –

**Introduction to course; Tutorial on how these topics fit together: Getting from justice to ethics, CSR, and HWP**


**The Evolving Field of I/O Psychology**

*Adam Smith quote: "How selfish so ever man may be supposed, there are evidently some principles in his nature, which interest him in the fortune of others, and render their happiness necessary to him, though he derives nothing from it, except the pleasure of seeing it.” (Smith [1759] 1996).


**Justice, Morality, and Behavioral Ethics**


Moral Contracts, Rebecca L. Greenbaum, Robert Folger, and Robert C. Ford. In Gilliland, Steiner, & Skarlicki (Eds.). *Emerging Perspectives on Organizational Justice and Ethics*

**Organizational De/Humanization, Deindividuation, Anomie, and In/Justice, Chris M. Bell and Careen Khoury. In Gilliland, Steiner, & Skarlicki (Eds.). *Emerging Perspectives on Organizational Justice and Managerial Ethics: Managing the Psychology of Morality*


Morality Measures


CSR: A Sociological/Economic Perspective


Matter of Time: The Temporal Perspectives of Organizational Responses to Climate Change. N Slawinski, P Bansal, Organization Studies 33 (11), 1. 537-1563


**CSR: A Psychological Perspective**


Psychology of Environmental Sustainability


**Humanitarian Work Psychology**


I/O Psychology and International/Social Development


**HWP and Employee Well-Being**


**Culture, Development, and Corruption**


**Poverty**


**Gender (Women); Aging; Immigrants; Contingent Workers**


**Slavery and Human Trafficking**


**Child Labor; Child Soldiers**


**Displacement/Refugees**