

# Counterproductive Work Behavior

PSY 710A Section 002  
Spring 2009  
Wednesday 4:30 – 7:15  
G126 Tompkins Hall  
<http://iopsychology.chass.ncsu.edu/craig/cwb>

**Instructor:** Dr. Bart Craig  
**Office:** 708 Poe Hall  
**E-mail:** bart\_craig@ncsu.edu  
**Office Hours:** Tuesdays 4:30 – 5:30  
Thursdays 12:30 – 1:30  
and by appointment

**Office Phone:** 513-0518  
**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 developmental 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.

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 reaction papers 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' reaction papers (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 reaction papers and (2) your participation in class discussions, with each counting equally. Each week you will compose a brief reaction to one or more issues from that week's reading assignments and post it to the class' online message board. Each reaction paper should be from 50 to 200 words in length. Strict adherence to APA style is not required; papers may be informal and conversational in tone. **Reaction papers should be posted by 5:00 PM on Monday** (late postings may reduce your participation score). 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' reaction papers.

*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 an acceptable reaction paper).

**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 35 pages in length and (2) an oral presentation of that paper on the last day of class. Research proposals should conform to APA style. Students will have individual

meetings with the instructor during normal class time on February 25 to discuss their research ideas.

***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.

### **NC State Policy on Working with Students with Disabilities:**

This course conforms to NCSU guidelines regarding accommodations for students with disabilities. To learn more about NC State's Disability Services for Students (DSS) program, please visit [http://www.ncsu.edu/provost/offices/affirm\\_action/dss](http://www.ncsu.edu/provost/offices/affirm_action/dss).

### Academic Honesty Policy

This course adheres to NCSU's policy regarding academic honesty. For details, please see [http://www.ncsu.edu/student\\_affairs/osc/AIpage/acaintegrity.html](http://www.ncsu.edu/student_affairs/osc/AIpage/acaintegrity.html).

### Course Calendar

		<b>Topic</b> (See web site for specific reading assignment)
January	7	Course Overview
	14	Introduction to CWB / Models & Frameworks
	21	Employee Reliability
	28	Employee Theft
February	4	Vandalism & Sabotage
	11	White Collar Crime
	18	Midterm Exam (take in-class portion, pick up take-home questions)
	25	Final Project Conferences (sign up for a time slot) Take-home portion of midterm exam due
March	4	No class (Spring Break)
	11	Antecedents & Interventions
	18	Narcissism, Psychopathy, & Antisocial Personality
	25	Incivility & Bullying
April	1	No class (SIOP conference)
	8	Physical Aggression & Violence
	15	Destructive Leadership
	22	Final Project Presentations
	29	Final Project Papers due