



DEPARTMENT OF PSYCHOLOGY
3210 TOLMAN HALL #1650

BERKELEY, CALIFORNIA 94720-1650
TEL: (510) 642-5292

Group Processes

Psychology 163
Fall 2006
Lectures: TTh 2-3pm
Room 2129 Tolman Hall (2nd floor, through Clinic doors, turn left)

Prof. Charlan Jeanne Nemeth
3327 Tolman Hall
Office hours: Th 11-12
Messages: 642-5111

Readings:

Required textbook: Baron, R. S., & Kerr, N. L. (2003). **Group process, group decision, group action** (2nd Ed.). Buckingham, UK: Open University Press.

Required Reader: Available from Copy Central, 48 Shattuck Square, Berkeley

Our Course Goals:

1. Develop an up-to-date knowledge of major principles, findings, and theories of group processes
2. Develop critical thinking and evaluation of research plus their application to real life group processes
3. Develop the ability to present and express ideas in a group setting.

Web Sites:

You may find the following web sites of value during this course:

www.socialpsychology.org (guide to careers in social psychology and over 4,000 links to social psychology related topics)

www.psychgrad.org (info on psychology grad schools)

www.psychwww.com (info on careers in psychology)

www.uwsp.edu/acad/psych/apa4b.htm (guide to APA style)

www.apa.org (homepage for the American Psychological Association)

www.psychologicalscience.org (homepage for the American Psychological Society)

www.spsp.org (homepage for the Society of Personality and Social Psychology)

www.spspi.org (social psychologists look at social issues)

www.influenceatwork (a complete discussion of social influence tactics)



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Course Schedule

Week	Topic	Readings
1 (Aug 29,31)	Introduction and Introductions Exercise: Group Activity	(B&K: textbook; R: reader) B & K, Ch. 1,3
2(Sept 5,7)	Leadership Film: 12 o'clock high Discussion: How do you build trust as a leader?	R: Chemers R: Kroll,Toombs&Wright
3(Sept12,14)	Social facilitation/Social loafing Film: Bystander apathy	B&K: Ch 2,4
4(Sept19,21)	Status; Conformity Film: Cults Discussion: what are common practices of cults, of fraternities/sororities, to build loyalty	B&K: Ch 5 (pp 60-69)
5(Sept 26,28)	Minority Influence; Dissent Participant Observation:Authenticity	B&K: Ch 5 (pp79-85) R: Wood,Lundgren etal R: Nemeth
6(Oct 3,5)	Dissent and Divergent thought Film: 12 Angry Men	
7 (Oct 10,12)	Groupthink; Polarization Film: Challenger	B&K: Ch 5 (pp70-78) R: Nemeth and Goncalo
Mid Term Examination (Tuesday Oct 17, 2006) on material Weeks 1-6 inclusive (Note: 1-6, not 7; Week 7 will be covered on the Final Examination)		
8(Oct 17,19)	Creativity: Individual	R: Nemeth and Nemeth R: Gardner
Discussion: describe a highly creative specific individual in terms of at least 2 attributes		
9(Oct 24,26)	Creativity: Group	R: Diehl and Stroebe R: Nemeth &Nemeth-Brown
10(Oct 31,Nov2)Group Project Presentations: Film or Case Study Analysis		
11(Nov 7,9)	Techniques: Decision Quality	R: Nemeth, Brown & Rogers R: Braun
12 (Nov 14,16) Nov 14	Discussion on Your Group Processes: Papers due Negotiation	Ch 7 Web game; participant observation



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- 13 (Nov 21,23) Thanksgiving Vacation
- 14 (Nov 28,30) Applications:
 Innovation in the Workplace R: Leavitt&Lipman-Bluman
 Film: IDEO R: Nemeth
 Discussion: Describe your ideal workplace "culture" for innovation
- 15 (Dec 5) Juries; Cross Cultural comparisons B&K: Ch 6

Final Examination (Wednesday Dec 13, 12:30-3:30pm) on Weeks 7-14 inclusive (Note: 7-14; 7 is the week prior to the Mid term examination)

Requirements and Grading:

In this course, we will strive for maximum involvement by students in discussion. This means doing the reading in advance of the session and actively participating in class both as an individual and as a member of small discussion groups (on assigned discussion topics) . This accounts for 10% of your grade.

Formal requirements include 2 examinations, a mid-term (32%) and a final examination (33%). The format for the examinations will be a combination of multiple choice and short essay.

The final 25% of the grade will be based on the following:

1. a 15 minute group (3 person) presentation analyzing either a film or a case study by means of class material with an accompanying 4 page paper (15%). For this requirement, groups will be assigned.*
2. a 4 page individual paper analyzing the group processes (in your group) for the presentation and paper in (1). (10%).

Extra credit of a full 1-2% will be added to your final grade if you provide footage or an activity or exercise that illustrates any of the phenomena under study in this course.

*For the Group projects, members will be assigned in order to assure that you meet and learn to work with new people and to level the playing field for those who may not know others in the class. In addition to my own assessment, I will ask each of you to assess the contribution of each of the members ---so no "social loafing", please.

Non-Required Readings which you might find of interest

Social Facilitation/Social loafing

*Karau, S. J., & Williams, K.D. (1993). Social loafing; A meta-analytic and theoretical integration, JPSP, 65, 681--706.

Bonito, J. A. (2002). The analysis of participation in small groups: Methodological and conceptual issues related to interdependence. SGR, 33, 412-428.

Paulus, P. B. (1983). Group influence on individual task performance. In P. B. Paulus (Ed.) Basic group processes. New York: Springer-Verlag.

Creativity and Innovation



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Levine, J. M., et al (2003). Newcomer innovation in work teams. In P. Paulus & B. Nijstad (Eds.) Group creativity. New York: Oxford

Milliken, F. J. et al (2003). Diversity and creativity in work groups: A dynamic perspective on the affective and cognitive processes that link diversity and performance. In P. Paulus & B. Nijstad (Eds.) Group creativity. New York: Oxford

Moreland, R.L., Levine, J.M., & Wingert, M.L. (1996). Creating the ideal group: Composition effects at work. In E. Witte and J.H. Davis (Eds.) Understanding group behavior: Small group processes and interpersonal relations (Vol. 2, pp. 11-35). Mahwah, NJ: Erlbaum.

Zhou, J. (2003). When the presence of creative coworkers is related to creativity: role of supervisor close monitoring, developmental feedback, and creative personality.. JAP, 88, 413-422.

Paulus, P. B. (2000). Groups, teams, and creativity: The creative potential of idea-generating groups. Applied Psychology: An International Review, 49, 237-262.

Social Influence Processes

Nemeth, C. J. & Nemeth-Brown, B. (2003). Better than individuals? The potential benefits of dissent and diversity for group creativity. In P. Paulus & B. Nijstad (Eds.) Group creativity. New York: Oxford.

De Dreu, C.K.W., & West, M.A. (2001). Minority dissent and team innovation: the importance of participation in decision making.. JAP, 86, 1191-1201.

Marques, J.M., Serodio, R.G., & Abrams, D. (2001). Being better by being right: subjective group dynamics and derogation of in-group deviants when generic norms are undermined.. JPSP, 81, 436-447.

Darley, J. Social comparison motives in ongoing groups. In M. A. Hogg and S. Tindale (Eds.), Blackwell Handbook of Social Psychology: Group Processes. Malden, MA: Blackwell Publishers.

Levine, J. M. (1999). Solomon Asch's legacy for group research. Personality and Social Psychology Review, 3, 358-364.

Brief, A. P., et al. (2001). Collective corruption in the corporate world: Toward a process model. In M. E. Turner (Ed.) . Groups at work: Theory and research. Mahwah, NJ: Erlbaum

Group Decision-Making, Problem Solving, and Judgment

Postmes, T., Spears, R. & Cihangir, S. (2001). Quality of decision making and group norms.. JPSP, 80, 918-930.

Stasser, G., et al (1989). Influence processes and consensus models in decision-making groups. decision-making groups. In P. B. Paulus (Ed.) Psychology of group influence. Hillsdale, NJ: Erlbaum

Kerr, N. L., McCoun, R. J., & Kramer, G. P. (1996). Bias in judgment: Comparing individuals and groups. Psychological Review, 103, 678-719.



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Gigone, D., & Hastie, R. (1997). Proper analysis of the accuracy of group judgements. Psychological Bulletin, 121, 149-167.

Penrod, S., & Heuer, L. (1998). Improving group performance: The case of the jury. In S. Tindale et al. (Eds.) Theory and research on small groups. New York: Plenum

Group Polarization/Groupthink

Postmes, T., & Spears, R. (1998). Deindividuation and antinormative behavior: a meta-analysis.. PB, 123, 238-259.

Paulus, P. B.(1998). Developing consensus about groupthink after all these years. Organizational Behavior and Human Decision Processes, 73, 362-374.

McCauley, C. (1998). Group dynamics in Janis's theory of groupthink: backward and forward. Organizational Behavior and Human Decision Processes,

Esser, J. K. (1998). Alive and well after 25 years. A review of groupthink research. Organizational Behavior and Human Decision Processes, 73, 116-141.

Teamwork

Cohen, S. G., & Bailey, D. E. (1997). What makes teams work: Group effectiveness research from the shop floor to the executive suite. Journal of Management, 23, 239-290.

Guzzo, R. A., & Dickson, M. W. (1996). Teams in organizations: Recent research on performance and effectiveness. Annual Review of Psychology, 47, 307-338.

Paulus, P. B. et al. (2001). Creativity in groups and teams. In M. E. Turner (Ed.). Groups at work: Theory and research. Mahwah, NJ: Erlbaum

Savoie, E. J. (1998). Tapping the power of teams. In S. Tindale et al. (Eds.) Theory and research on small groups. New York: Plenum

Hackman, Why teams don't work In S. Tindale et al. (Eds.) Theory and research on small groups. New York: Plenum

Conflict/Negotiation

De Dreu, C.K.W., & Weingart, L.R. (2003). Task versus relationship conflict, team performance, and team member satisfaction: a meta-analysis.. JAP, 88, 741-749.

Peterson, R.S., & Behfar, K.J. (2003). The dynamic relationship between performance feedback, trust, and conflict in groups: a longitudinal study.. OBHDP, 1-11.

Thompson, L., & Fox, C. R. (2001). Negotiation within and between groups in organizations: Levels of analysis. In M. E. Turner (Ed.). Groups at work: Theory and research. Mahwah, NJ: Erlbaum.



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Thompson, L. (1990). Negotiation behavior and outcomes: Empirical evidence and theoretical issues. Psychological Bulletin, *120*, 396-409.

Schulz-Hardt, S., Jochims, M., & Frey, D. (2002). Productive conflict in group decision making: genuine and contrived dissent as strategies to counteract biased information seeking.. OBHDP, *88*, 563-586.

Leadership and Intergroup Processes

Judge, T.A., Bono, J.E., Ilies, R., & Gerhardt, M.W. (2002). Personality and leadership: a qualitative and quantitative review.. JAP, *87*, 765-780.

Chan, K.Y., & Drasgow, F. (2001). Toward a theory of individual differences and leadership: understanding the motivation to lead.. JAP, *86*, 481-498.

Chemers, M. M. (2000). Leadership research and theory: A functional integration. Group Dynamics: Theory, Research, and Practice, *4*, 27-43.

Kark, R., Chen, G., & Shamir, B. (2003). The two faces of transformational leadership: empowerment and dependency.. JAP, *88*, 246-255.