

LIS 405 LE – Management – Summer 2004
Assignment 1: Psychological Contract Paper
Option B: “Mutual Expectations Learning Contract”

Due June 17

Introduction. Please review Kolb’s Four-Step Learning Model and the Psychological Contract explanation and diagram provided in Assignment 1A: “Feeling the Pinch.” This exercise provides an experience in developing an explicit psychological contact between the instructor (me) and the student (you). It allows you to take a more active part in shaping your learning environment and is intended to simulate what should happen in a work environment if folks are explicit in articulating their expectations and desires. This approach will produce greater role clarity and perhaps reduce the “pinches.”

Your Task. Please write a paragraph or two about your expectations for this class. Below are some questions to guide your thinking about what to write. You do not have to answer every question, of course, and may have other aspects you would like to address. I would be particularly interested, however, in your response to question 5 about the best and worst things that might happen (in any course). I would also appreciate your suggestions for “ground rules” (question 7) for an online class like this one.

Guiding Questions

1. What are your goals for this course? To increase self-awareness? To learn theories? To fulfill a requirement? To get a grade? To apply learning in your job? Something else?
2. How can the instructor best help you achieve your goals? Lectures, class discussions, outside readings, papers, exercises, personal conversation or ... (Think back to excellent professors and courses that you have experienced).
3. What, if anything, have you heard about the textbooks for the class, about the class from others, about the professor from others? How did you feel about what you heard?
4. What reservations, if any, do you have about this course?
5. What is the best thing that could happen in this course? What is the worst thing?
6. What are your resources for this course (prior work experience, relevant courses in management, psychology or other social sciences)?
7. What norms of behavior or ground rules should we set to ensure that the course is successful (e.g., mutual respect, everyone engages with the issues, willingness to disagree, courtesy, intellectual generosity, etc.)?

Post. Post your paper to the psychological bulletin board. *If you do not wish to share your assignment with others in the class you may send it to me directly by email.* After

you have posted (or emailed) your paper, read one or two of your classmates' papers and comments and post a brief response to them.