**IOP 2106 GENDER, WORK AND ORGANISATIONS**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course Description:**

The course covers the broadest areas of academic and applied psychology viewed through

the lens of gender. It presents the development of psychology as a science with inherent

scientific gender biases. It analyses the major psychological principles and theories by gender in the areas of human development, physiological processes, social relationships,

applied psychology in the workplace, mental health and illness issues. It examines the

multiple effects of biology, psychology, culture and social climate on gender. It explores the

power of gender roles, gender socialization and gender stereotyping, and shows how

attitudes and expectations shape gendered behavior. It explores the issues of concern to

women and men, and presents how psychology can help transcend the limitations imposed

by traditional gender stereotyping and roles.

**Objectives of the course:**

By the end of the course students should be able to:

1. Distinguish between sex and gender
2. Explain the various common concepts used in gender studies
3. Discuss the various theoretical approaches to gender
4. Explain how gendered behaviour is shaped

**Course Outline**

Defining Gender and its related concepts, Analyze gender stereotyped discourse and its

effect on employee performance, Theories of gender, Construction of gendered identities,

Representation of gender, Gender and work, Gender development and stereotypes,

Health and gender, Power dynamics across gender, and Relationships and sexuality

**Teaching /Delivery methods**

Lectures, Class presentations, and Independent study

**Assessment methods**

Coursework /assignment, Tests, Presentation skills /class discussions, Attendance and Examination CW =30%

Exam = 70%

**Learning Resources**

1. Brannon, L. (2008). [*Gender: Psychological Perspectives*](http://www.pearsonhighered.com/educator/academic/product/0,,0205521142,00%2ben-USS_01DBC.html) (5th ed.). Needham Heights, MA: Allyn and Bacon.
2. Canary, D. J., & Emmers-Sommer, T. M. (with Faulkner, S.). (1997). [*Sex and Gender Differences in Personal Relationships*](http://www.guilford.com/cgi-bin/cartscript.cgi?page=pr/canary.htm). New York: Guilford Publications.
3. Caplan, P. J., & Caplan, J. B. (1999). [*Thinking Critically About Research on Sex and Gender*](http://www.ablongman.com/catalog/academic/product/0,1144,0321049292.html,00.html) (2nd ed.). Needham Heights, MA: Allyn and Bacon.
4. Crawford, M. (2006). [*Transformations: Women, Gender, and Psychology*](http://catalogs.mhhe.com/mhhe/viewProductDetails.do?isbn=0073201952). Boston: McGraw-Hill.
5. Eagly, A. H, Beall, A. E., & Sternberg, R. J. (Eds.). (2004). [*The Psychology of Gender*](http://www.guilford.com/cgi-bin/cartscript.cgi?page=pr/eagly.htm) (2nd ed.). New York: Guilford Publications.
6. Helgeson, V. S. (2005). *[Psychology of Gender](http://vig.prenhall.com/catalog/academic/product/0,1144,0131147269,00.html" \t "_blank)* (2nd ed.). Englewood Cliffs, NJ: Prentice Hall.
7. Lippa, R. A. (2005). [*Gender, Nature, and Nurture*](http://www.taylorandfrancis.com/shopping_cart/products/product_detail.asp?sku=&isbn=9780805853452) (2nd ed.). Mahwah, NJ: Lawrence Erlbaum Associates.
8. Lips, H. M. (2008). [*Sex & Gender: An Introduction*](http://catalogs.mhhe.com/mhhe/viewProductDetails.do?isbn=0073405531) (6th ed.). Boston: McGraw-Hill.
9. Lippa, R. A. (2005). [*Gender, Nature, and Nurture*](http://www.taylorandfrancis.com/shopping_cart/products/product_detail.asp?sku=&isbn=9780805853452) (2nd ed.). Mahwah, NJ: Lawrence Erlbaum Associates.