

## Western CIM – Organizational Behaviour

WCIM6207

### Course Outline

---

**Description:** This course will examine the way in which organizational members interact within as well as are affected by an organizational setting. Students will learn and apply theories regarding individual behaviours and their affects on organizational performance.

### Course Goals:

1. To increase participants' knowledge of workplace behaviour at the individual, group and organizational levels
2. To increase learners' awareness of how to be more effective in groups
3. To master the basic concepts of organizational behaviour
4. Learn, but have fun!

**Course Objectives:** At the completion of this course, the student will be able to:

- Be able to apply the principles of organizational behavior to effectively work in a team context
- Apply the principles of organizational behavior, to prepare an action plan for organizational change when given a case study,
- Demonstrate knowledge of organizational behavior by satisfactorily completing two multiple choice tests

### Evaluation:

- **Two multiple choice tests.** These tests will consist of 50 items each to be administered mid term and on the last day. Students will be given up to 2 hours minutes to complete each test. Each test will be worth 25% of your final mark = 50% total.
- **Group case presentation.** Groups 4-5 students (depending on the class size) will be assigned cases to be presented to the class. Groups will make a 20-minute, in-class presentation. Each presentation will be graded on their ability to identify issues in the case and make specific, actionable, feasible recommendations that add value to the organization in the case. Your presentation should be e-mailed to me no later than 24 hours prior to the date you present. Late penalties outlined below will apply if they are not received on time. I will ask questions of the group as will the rest of the class. I will discuss case analysis and my expectations for your presentation later in class. The presentation will be worth 20% of your final mark.
- **Journal Reflections.** Six reflections will be submitted each on a different topic consisting of one page, double spaced, Times New Roman in 12-point font. Each reflection will be based on a different course topic which will examine the personal application of the topic in the student's workplace and personal life. The topics should be examined for application at work, home, volunteer or social settings. Each reflection will be based on personal experience, according, "I" statements are welcome. Assessment of the journals will be based on the Reflections Criteria. Feedback will be given on the first reflection entry if requested. This section will be worth 15% of your final mark.

# Western Continuing Studies

- **Class contribution.** An assessment of contribution to class for example: attendance, listening to and encouraging others, bringing relevant articles or sites to the attention of the instructor or class, intelligently participating in class discussions, coming to class prepared, completion of self awareness tools from the text. Attendance at 80% of classes – anything less than this level may result in jeopardizing course completion certificate. Class contribution will be worth 15% of your final mark.

## Notes on assignments (papers and reports):

- Must be academic in style and content
- Must have a clear focus
- Must present ideas in a logical and well thought-out flow
- Arguments, analysis and conclusions must be based on clearly identified research and sources
- Must cite all references from other sources
- Must be in paragraph format
- Must be double-spaced, and typewritten
- Must follow APA style

## Policy on Cheating and Academic Misconduct:

Academic honesty is a cornerstone of conduct at The University of Western Ontario. We cannot have freedom of expression without integrity. Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offences; please refer to the section on “Scholastic Offences” in the current University Academic Calendar, or on the web at <http://www.westerncalendar.uwo.ca>. Such offences include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course any academic work for which credit has previously been obtained or is being sought in another course in this University or elsewhere (without the knowledge and approval of the instructor to whom the work is submitted). Students enrolled in non-degree courses are expected to abide by the University’s code of conduct.

## Code of Student Conduct:

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at The University of Western Ontario, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed, and set out the disciplinary procedures that the University will follow. For the complete Code of Student Conduct: <http://www.uwo.ca/univsec/pdf/board/code.pdf>.

## Plagiarism:

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

## Course Schedule:

Session	Topic	Readings	Activity
1	Organizational Behaviour and Management	Chpt. 1, pp. 1-40	Introductions and Overview of Course– meet your prof. and your classmates  “Good Job, Bad Job” pp. 28-29 – in class
2	Personality and Learning	Chpt. 2	“Proactive Personality Scale” and “General Self-

# Western Continuing Studies

		pp. 41-77	Efficacy” pp. 73-75 – bring your results to class
<b>3</b>	Perception, Attribution, and Judgment of Others	Chpt. 3 pp. 78-117	“CTV Newsnet” – case study in class, pp. 114-117
<b>4</b>	Values, Attitudes and Work Behaviour	Chpt. 4 pp. 118-151	“Gen Y in the Workforce” – case study in class, pp. 147-151
<b>5</b>	Theories of Work Motivation  Motivation in Practice	Chpt. 5 pp.152-187  Chpt. 6 pp. 188-225	“What Is Your Goal Orientation?” (Chpt. 5 pp. 183-185)  “Task Characteristics Scale” (Chpt. 6 pp. 220-222) exercises – in class  Group 1 Presentation
<b>6</b>	In-class test #1		
<b>7</b>	Groups and Teamwork	Chpt. 7 pp. 228-261  Chpt. 8 pp. 262-303	“Experiential Exercise - NASA” (pp. 257-258) – in class
<b>8</b>	Leadership	Chpt. 9 pp. 304-351	“Leadership Empowerment Behaviour” (pp. 342-343) – in class  Group 2 Presentation
<b>9</b>	Communication	Chpt. 10 pp. 352-383	“Facebook (A & B)” (pp. 382-383) – in class
<b>1</b>	Power, Politics and Ethics	Chpt. 12 pp. 418-451	“Doubling Up” (p. 448) –in class  Group 3 Presentation
<b>11</b>	Conflict and Stress	Chpt. 13 pp. 452-491	Wheel of Life and SMART Goal Setting  Group 4 Presentation
<b>12</b>	Organizational Structure and Exam Review	Chpt. 14 pp. 492-529	Wrap-Up Exercise
<b>13</b>	<b>Final Exam – In Class</b>		