Western Continuing Studies

WCIM – 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:
- To increase participant knowledge of workplace behaviour at the individual, group and organizational levels
- To increase learner awareness of how to be more effective in groups and teams
- To introduce students to the theories and principles of organizational behaviour and organizational change through hands-on learning and discussion.
- To challenge students to think critically and creatively about significant issues facing organizational stakeholders now and in the future

Course Objectives:
At the completion of this course, the student will be able to:
- Examine and apply the principles of organizational behaviour by reflecting on various personal situations using critical thinking and current research.
- Discuss the influential theoretical perspectives and research findings in the field of organizational behaviour with accuracy and confidence and relate them to course activities.
- Apply the principles of organizational behaviour in preparing an action plan for organizational change when given a case study.
- Demonstrate knowledge of organizational behavior by satisfactorily completing two multiple choice tests, small group work and individual writing assignments

Texts:
Steven McShane, Melissa Warner (2024*). Canadian Organizational Behaviour*,12th edition, McGraw-Hill Ryerson ISBN: 9781264854493

Evaluation:
- **Two multiple choice tests**: These tests will consist of 50 items each to be completed via OWL at the halfway point and over the final week of the course. Students will be given up to 2 hours to complete each test.
  Each test will be worth 30% of your final mark = 60% total.
- **Individual Written Assignment (Part 1 & 2)**: Each student will be asked to complete an individual written assignment. Students should identify a corporate culture issue they have identified in their current or past workplace and propose ways to approach change.

  Part 1 of the assignment students are asked to submit an outline of the corporate culture issue they are trying to resolve.
  Based on feedback received on Part 1, and using what you have learned in the course, Part 2 should consider the following:

1. Identify and analyze the issue and the impact the issue has on the current culture on the organization;
2. Consider an environmental analysis. What factors are within a leader's control? What opportunities are presented for change? Consider a SWOT analysis
3. Develop an action plan for your change initiative. Identify required resources and impacts that your actions would have on the organization short term and long term.

Part 1 should be a short summary of 500 words; word count for Part 2 of this assignment is 1,500 words including any references.
This section will be worth 25% of your final grade; Part 1 will be worth 10% and Part 2 will be worth 15%.

- **Class contribution**: An assessment of contribution to class include: listening to and encouraging others, bringing relevant articles or sites to the attention of the instructor or class, intelligently participating in class discussions, engaging in group work/discussions and coming to class prepared. Opportunities will be provided for small group discussion and presentation of small group conclusions.
  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

Grading:

A+	90-100	One could scarcely expect better from a student at this level
A	80-89	Superior work which is clearly above average
B	70-79	Good work, meeting all requirements, and eminently satisfactory
C	60-69	Competent work, meeting requirements
D	50-59	Fair work, minimally acceptable
F	below 50	Fail

Participation Grading Chart:
The following chart will act as a guide for assessing student participation in this course.

Grade	Criteria
9-10	The student participates frequently, providing relevant responses and over the length of the course actively replies to discussion questions, instructor comments, and other students in a positive, respectful manner that demonstrates critical thinking skills; the responses often offer new perspectives on course material and spark discussion.
7-8	The student participates consistently, providing relevant responses and over the length of the course actively offers new ideas and responds to the contributions of others.
6	The student provides some relevant contributions and occasionally offers new ideas.
5	The student's contributions are inconsistent in both quality and relevance. The student does not offer any new ideas, and responses to fellow students are few.
4	The student rarely participates, rarely provides responses, and rarely responds to the

	comments and contribution of others. The student is rarely involved in group or class discussions.
0-3	The student never participates, does not respond to the comments or contributions of others, and does not offer their opinion or ideas. The student only contributes when specifically asked by the instructor.

Policy on Cheating and Academic Misconduct:
Academic honesty is a cornerstone of conduct at Western University. 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 Western University, 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 Western University and Turnitin.com (http://www.turnitin.com).

How often will the instructor communicate with me?
We will come together in class on Wednesday's from 9am to noon.

Policy on Late Assignments:
Any assignments that are handed in late will receive a 2% per day deduction, including weekends, up to a maximum of 5 days, after which assignments will not be accepted and a grade of zero will be assigned unless documentation for accommodation has been provided in advance.

How do I hand in assignments?
All assignments will be submitted electronically through OWL using the assignment tool. Failure to meet deadlines without the instructor's written permission will be subject to the late assignment policy. It is the student's responsibility to ensure that all assignments forwarded to the instructor arrive before the due date. If you experience difficulty in submitting assignments through OWL, you are responsible for contacting the instructor.

When will I receive my grades?
Assignments will be marked, and the grades available, as soon as possible after they are due. Final grades will be available within 2 weeks after the last scheduled day of the course. A grade report can be printed from myWCS.

Course Schedule:

	TOPIC	READING	ACTIVITY
Wk1	Introduction to the Field of Organizational Behavior	Chapter 1	Introductions and Course Overview – meet your instructor and classmates
Wk2	Individual Differences: Personality & Values	Chapter 2	Discussion: Personality Factors/Types; cultural values Review of Written Assignment
Wk3	Perceiving Ourselves and Others in Organizations	Chapter 3	Discussion: Self Concept, inner dialogue & organizational well being
Wk4	Workplace Emotions, Attitudes & Stress	Chapter 4	Discussion: Emotions & emotional intelligence; major stressors Written Assignment Part I Due
Wk5	Foundations of Employee Motivation & Applied Performance Practices	Chapters 5 & 6	Discussion: Employee engagement; drive and various motivational theories. How motivation and performance relate; rewards theory and empowerment Review for Midterm Exam
Wk6	Decision Making & Creativity	Chapter 7	Discussion: What are rationale decisions?
Wk7	ONLINE TEST #1 – Via OWL No Class (Week 1-6 inclusive)		
Wk8	Team Dynamics & Organizational Communication	Chapter 8 & 9	Discussion: How does team dynamics interact with effective organizational communication, team creativity and effectiveness?
Wk9	Power & Influence Leadership	Chapter 10 & 12	Discussion: Power vs leadership. Effective/charismatic/positional leadership.
Wk10	Conflict and Negotiation in the Workplace	Chapter 11	Discussion: Positive & negative conflict; managing conflict Written Assignment Part 2 due
Wk11	Organizational Structure & Organizational Culture	Chapters 13 & 14	Discussion: Why is the structure of an organization critical to success? How does Organizational Structure inform Organizational Culture (and vice versa)
Wk12	Organizational Change	Chapter 15	Discussion: Change not for change's sake; ethical and cultural impacts of change Wrap up Discussion & Exam Review
Wk13	ONLINE TEST #2 via OWL No class (Week 8-		

This course outline is a sample only and is subject to change.

	12 inclusive)		