

ORGANIZATIONAL BEHAVIOUR BSMG6205

Course Outline (online)

Description:

Gain knowledge of workplace behaviour at the individual and group levels. This course introduces the basics of organizational behaviour and looks at how employee actions influence the advancement and operations of an organization. Learn how to manage organizational problems and develop solutions aimed at improving individual and group performance. Topics include leadership, decision-making, conflict negotiation and organizational structure and change.

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 to working successfully as a team to present a resolution of a case and conduct a peer assessment.
- Define and apply key concepts in multiple-choice and true-false tests, individual assignments, and peer discussion.

Evaluation Methods:

Detailed information about evaluation methods, including instructions and grading rubrics, are available on OWL.

Two multiple-choice tests – 50% (2 x 25% each).

Discussions – 15% (3 x 5% each)

Personal Reflections – 15% (3 x 5% each)

Three Personal reflections will be submitted, each on a different topic. Personal reflections will be a maximum of two pages, double spaced in Time Roman 12-point font. Each reflection will be based on a different course topic which will examine the personal application of the topic with respect to the student's work, home, volunteer and personal life. "I" statements are permitted. Assessments will be

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based on the Reflections Criteria (located under Assignments in OWL). Feedback will be provided on the first reflection entry if requested.

Group Presentations – 20% (5% for peer evaluations; 15% for quality of presentations).

Groups of four or five (depending on class size) will post a presentation that investigates the organizational behaviour practices of an organization that your group deems to be inspirational. You will be responsible for demonstrating your reasons for selecting this organization based on key concepts and evidence from the course.

Notes on assignments (papers and reports):

- Must be academic in style and content, written in correct English (i.e., grammar, spelling, punctuation, syntax).
- 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 and presented in APA format.
- Must be in paragraph format.
- Must be double-spaced and typewritten in Times Roman 12-point font.

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

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

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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>).

When will I receive my grades?

Final grades will be available two weeks after the last scheduled day of the course. A grade report can be printed from myWCS.

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 and arranging an alternate method of delivery (e.g., e-mail attachment) for the assignment.

Course Schedule:

Note: A detailed course schedule will be posted in OWL that includes supplemental readings, videos, and self-assessments, as well as further direction on deliverables.

Week of	Topic	Textbook Reading	Deliverables
1	Introduction to Organizational Behaviour; Individual Behaviour, Personality and Values	COBE10 Chapters 1 and 2	
2	Perceiving Ourselves and Others in Organizations	COBE10 Chapter 3	Discussion 1
3	Workplace Emotions, Attitudes and Stress	COBE10 Chapter 4	
4	Foundations of Employee Motivation	COBE10 Chapter 5	Personal Reflection 1
5	Applied Performance Practices	COBE10 Chapter 6	Discussion 2
6	Mid-term test (25%)		
7	Decision Making and Creativity	COBE10 Chapter 7	
8	Team Dynamics	COBE10 Chapter 8	Discussion 3
9	Communicating in Organizations	COBE10 Chapter 9	Personal Reflection 2
10	Power and Influence in the Workplace; Conflict and Negotiation in the Workplace	COBE10 Chapters 10 and 11	
11	Leadership in Organizational Settings; Designing Organizational Structures	COBE10 Chapters 12 and 13	Personal Reflection 3
12	Organizational Culture; Organizational Change	COBE10 Chapters 14 and 15	Group Presentations
13	Final Test (25%)		

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