



DEPARTMENT OF BUSINESS & OFFICE ADMINISTRATION

COURSE OUTLINE – FALL 2020

OT 3010 A2 - BEHAVIOUR IN ORGANIZATIONS – 3(3-0-0) 45 HOURS, 15 WEEKS

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OFFICE HOURS: T/TH. 1:00 – 2:30pm or by appointment

***It is preferred you send all email correspondence from your GPRC student email account and professionally format it (i.e. subject line filled in, proper greeting, spelling and grammar check, etc...). Emails that do not follow the above requirements may not be responded to.**

CALENDAR DESCRIPTION: The course examines the sociological and psychological bases of individual behaviour in organizations. Topics of individual psychology examined will include cognition, perception, attitude formation and change, personality structures and change, and motivation. The course will also investigate the behaviour of individuals in groups and organizations. In this context various aspects of group dynamics such as leadership, communication, interpersonal sensitivity, morale and satisfaction, and the formation and attainment of individual and group goals will be discussed.

PREREQUISITE(S)/COREQUISITE: None

REQUIRED TEXT/RESOURCE MATERIALS:

Robbins, Stephen P., Langton, Nancy; Judge, Timothy A. (2019) *Organizational Behavior: Concepts, Controversies, Applications* (Eighth Canadian Edition). Toronto: Pearson Prentice Hall.

ISBN-13: 9780136199601

(Note: This is an e-text with an online subscription to the MyLab Organizational Behaviour site. This site is for additional practice and will not be required for the course. The GPRC bookstore can help you out to order the text.)

- OT 3010 GPRC Brightspace Site – access through www.gprc.ab.ca

FALL 2020 DELIVERY

Remote Delivery. This course is delivered remotely. There are no face-to-face or onsite requirements. **Students must have a computer with a webcam and reliable internet connection.** Technological support is available through helpdesk@gprc.ab.ca.

COURSE OBJECTIVES:

- To gain an appreciation of the contribution of the behavioural sciences to the understanding of the management process;
- To develop a theoretical basis for analyzing human behaviour in organizational settings;

- To develop the ability to put theory into practice through application to personal experience and/or case studies;
- To develop an understanding of the effects of interaction and structure on human behaviour;
- To develop and improve interpersonal skills relevant to OB in practice.

LEARNING OUTCOMES:

Upon successful completion of the course, students will be able to

1. Participate in case study analysis and group discussion.
2. Apply different theories of motivation to the workforce.
3. Assess personal strengths and weaknesses utilizing Organization Behaviors theories.
4. Understand current trends and issues in the Canadian workforce.

TRANSFERABILITY:

- Athabasca University: ORGB 364 (3)
- Burman University: BUAD 3xx (3)
- Concordia University of Edmonton: BUS 2xx (3)
- King's University, The: BUSI 3xx (3)
- University of Alberta: SMO 301 (3) OR AUOption 2xx (3)
- University of Calgary: MGOP SR.: (3)
- University of Lethbridge: MGT 2030 (3)
- University of Regina: BUS 260 or ADMN 260

(Information retrieved from <http://www.transferalberta.ca> on August 26, 2019)

***Warning:** Although we strive to make the transferability information in this document up-to-date and accurate, **the student has the final responsibility for ensuring the transferability of this course to Alberta Colleges and Universities.** Please consult the Alberta Transfer Guide for more information. You may check to ensure the transferability of this course at Alberta Transfer Guide main page <http://www.transferalberta.ca> or, if you do not want to navigate through few links, at <http://alis.alberta.ca/ps/tsp/ta/tbi/onlineSearch.html?SearchMode=S&step=2>

** Grade of D or D+ may not be acceptable for transfer to other post-secondary institutions.

Students are cautioned that it is their responsibility to contact the receiving institutions to ensure transferability

GRADING CRITERIA:

MARKS:

Participation	10 %
Examinations	80 %
Presentation	10 %
First Exam	7.5%
Second Exam	7.5%
Third Exam	7.5%
Fourth Exam	7.5%
Cumulative Exam 1	10%
Cumulative Exam 2	10%
Final Exam	30%

Participation: This is reserved to reflect attendance and contributions to class. In particular it will be used to enhance grades for participation in case discussion, and class discussion. It will

default to the average of the other earned grades unless there is no contribution or poor attendance, in which case it will be revised negatively. Positive contributions will result in a positive adjustment. Final grade may be norm adjusted.

Quizzes: Each quiz will be "objective" (multiple choice,) and will cover only the materials covered in the particular section of the course. Quizzes will enable the student to accustom themselves to the examination style utilized in midterms and ensure they keep up in their readings.

Examinations: There will be three midterm exams and a final. Exams will be multiple choice and will focus on materials centrally important to managers. The exams will take approximately an hour. The Final Examination will be cumulative.

Presentations: There will be one fifteen minute presentation. Presentations may be of a topic of interest in a chapter, or of a case at the end of a chapter. They will consist of a fifteen minute presentation and ten minutes for questions.

EXAMINATIONS:

There will be 4 exams and 2 cumulative exams and a cumulative final in this course. There may also be presentations, case analysis and experiential exercises.

To obtain the completion marks for the online quizzes, the student must complete the quiz before the expiration of the pre-set due date. Turnitin plagiarism software may be used in this class.

Unauthorized late assignments, if accepted, will have a 10% per day late penalty applied to the assignment grade. If you believe that you have a legitimate reason for handing in an assignment or other deliverable, please contact the instructor beforehand.

Unexcused absences for the midterm will earn a grade of zero. For excused absences, the weighting of the test may be transferred to the final exam at the instructor's discretion. No re-writes will be granted for missed exams or unsuccessful attempts.

Final Exams will be scheduled between December 11 – 19. Do not plan any activities during examination week.

GRADING CRITERIA: (The following criteria may be changed to suite the particular course/instructor) Please note that most universities will not accept your course for transfer credit **IF** your grade is **less than C-**.

Alpha Grade	4-point Equivalent	Percentage Guidelines		Alpha Grade	4-point Equivalent	Percentage Guidelines
A+	4.0	90-100		C+	2.3	67-69
A	4.0	85-89		C	2.0	63-66
A-	3.7	80-84		C-	1.7	60-62
B+	3.3	77-79		D+	1.3	55-59
B	3.0	73-76		D	1.0	50-54
B-	2.7	70-72		F	0.0	00-49

COURSE SCHEDULE/TENTATIVE TIMELINE:

September 02	Introduction:	Defining Our Organizational Behaviour Course
September 07		Labour Day
September 09	Chapter 1	What is Organizational Behaviour?
September 14	Chapter 2	Perception, Personality, and Emotions
September 16	<i>Chapter 3</i>	<i>Values, Attitudes, and Diversity in the Workplace</i>
September 21	Exam 1	Chapters 1-3
September 23	Chapter 4	Theories of Motivation
September 28	Chapter 5	Motivation in Action
September 30	Chapter 6	Groups and Team
October 05	Chapter 7	Communication
October 07	Exam #2	Chapters 4-7
October 12		Thanksgiving
October 13-16		<i>Fall Break</i>
October 19	Cumulative Exam 1	Chapters 1-7
October 21	Chapter 8	Power and Politics
October 26	Chapter 9	Conflict and Negotiation
October 28	Chapter 10	Organizational Culture
November 02	Chapter 11	Leadership
November 04		<i>Discussion</i>
November 09	Exam #3	Chapters 8-11
November 11	Remembrance Day	
November 16	Chapter 12	Decision Making, Creativity, and Ethics
November 18	Chapter 13	<i>Organizational Structure</i>
November 23	Chapter 14	Organizational Change
November 25	<i>Discussion</i>	
November 30	Exam #4	Chapters 12 -14
December 02	<i>Discussion</i>	
December 07	Cumulative Exam 2	Chapter 8-14
December 09	Last Day of Classes	
December 19	Last Day of Exams	

*The above schedule may be revised at the discretion of the instructor based on class requirements.

STUDENT RESPONSIBILITIES:

Attendance

Students are expected to attend all scheduled classes, arrive on time, and remain for the duration of the activities. Arriving late or leaving early is disruptive to the entire class. Frequent tardiness may be treated as an absence. Students with absences in excess of 6 classes may be refused permission to write the final exam. For more information, please refer to the Academic Regulations on Debarred from Exams at <https://www.gprc.ab.ca/programs/grading-systems.html>.

Cell Phones

The use of cell phones during class time is unprofessional and distracting to the instructor and fellow students. Texting during class is therefore strictly prohibited. Cell phones must be either turned off or set to silent mode and placed out of site.

Recording

Recording lectures or taking photos in class is prohibited unless advance permission is obtained from the instructor and any guest presenter(s). In the event permission is granted, such recordings may only be used for individual study, and may not be reproduced, transferred, distributed or displayed in any public manner.

Student Conduct

As a student, it is your responsibility to read, understand and comply with the college's academic policies, which are reviewed regularly, updated and posted on our college website. If you have any questions regarding these policies, please contact Student Services.

Academic Grievance

If you feel the actions of an academic staff member are affecting your academic standing, you are encouraged to seek advice and follow the procedures detailed in the Student Academic Grievance Policy. All discussions regarding your concerns are bound by a code of professional ethics that demands confidentiality unless you specifically give permission in writing for the information to be shared.

Normally, you will be encouraged to approach the instructor to share your concern. If satisfaction is not achieved as a result of the discussion with the instructor, you are encouraged to carry the concern to the Chair of the Department. The Chair will normally meet with you and the instructor to facilitate a timely resolution to the issue. You may request the presence of an advocate at this stage or at any other stage in the grievance process.

If your concerns are not resolved by these informal processes, the Chair of the Department will ask you to prepare a written statement of the grievance which clearly indicates the outcome you expect and the appropriate Academic Dean shall try to negotiate the resolution. This step normally moves your concern into the formal grievance processes. At this stage you will want to ensure that you have a complete copy of the Student Academic Grievance Policy.

Students have the right to fair and equitable procedures for resolving matters affecting academic standing. The Student Academic Grievance Policy is available on the College website at www.gprc.ab.ca.

Copyright

Students must obey the Canadian Copyright Act. If you require specific information about copyright, please consult the Library Digital Production Technician or the Library Reference person on duty. GPRC's policy and guidelines for academic use of copyright-protected works may be found on the Library website.

Academic Dishonesty

The College expects intellectual honesty from its students. Intellectual honesty demands that the contribution of others be acknowledged. To do less is to cheat. Intellectual dishonesty undermines the quality of academic activity and accordingly, the College has adopted appropriate penalties for student misconduct with respect to plagiarism and cheating. Penalties are levied according to the degree of the infraction. If you are unsure whether a particular course of action might constitute plagiarism, you are advised to consult with the instructor.

STATEMENT ON PLAGIARISM AND CHEATING:

Cheating and plagiarism will not be tolerated and there will be penalties. For a more precise definition of plagiarism and its consequences, refer to the Student Conduct section of the College Admission Guide at <http://www.gprc.ab.ca/programs/calendar/> or the College Policy on Student Misconduct: Plagiarism and Cheating at www.gprc.ab.ca/about/administration/policies/**

**Note: all Academic and Administrative policies are available on the same page.

Plagiarism

Plagiarism means submitting work (words, ideas, images, or data) in a course as if it were their own work done expressly for that particular course when, in fact, it is not. Most commonly, plagiarism exists when:

- the work submitted or presented was done, in whole or in part, by an individual other than the student (this includes having another person impersonate the student or otherwise substitute the work of another for their own in an assignment, examination, or test)
- Parts of a student's work are taken from another source without reference to the original author. This includes ideas, words, and images appearing in print, digital, graphical, internet, audio and video formats

- students submit or present the work in one course which has also been submitted in another course (although it may be completely original with the student) without the prior agreement of the instructor
- Clinical or laboratory reports are falsified or fabricated.

While it is recognized that academic work often involves reference to ideas, data and conclusions of others, intellectual honesty requires that such references be explicitly and clearly noted.

Instructors may choose to use online plagiarism detection services. When students submit a paper, it is understood that they are consenting to such a procedure and that they cannot claim any copyright violation should such paper be uploaded to an online plagiarism detection database.

Cheating

Cheating on tests or examinations includes, but is not limited to, the following:

- dishonest or attempted dishonest conduct such as **speaking to other students or communicating with them under any circumstances whatsoever**
- bringing into the examination room a textbook, notebook, memorandum, other written material or mechanical or electronic device not authorized by the examiner or instructor
- writing an examination, or part of it, outside the confines of the examination room without permission to do so
- consulting any person or materials outside the confines of the examination room without permission to do so
- leaving answer papers exposed to view, or any attempts to read other students' examination papers
- tampering or attempts to tamper with examination scripts, class work, grades and/or class records; the acquisition, attempted acquisition, possession, and/or distribution of examination materials or information not authorized by the instructor
- Impersonation of another student in an examination or other class assignment.
- **Absolutely no examination materials may be removed from the examination room.** All papers, answer forms and examination question sheets must be returned to the instructor. If students leave the examination room for any reason unacceptable to the instructor, they must hand in all examination materials and it will be assumed that the examination is completed.

If students voluntarily and consciously aid another student in the commission of one of these offenses they are also guilty of misconduct. Any attempt to commit academic misconduct will bear the same consequences as if the act occurred. A student who assists another student in an act or attempted act of misconduct will also be considered to have committed an offense.