

Organizational Behaviour (PSYCH/BUSI-2020/3)

Course Syllabus / Fall 2020-21, T/TH 6-8.45 PM, Room D30 and [online](#)

Materials/announcements will be posted at Postgrowth.ca/OrgBehaviour

Instructor: James Magnus-Johnston (PhD Candidate, McGill University; MPhil, Cambridge University)
jmagnus-johnston@cmu.ca // 204.952.7751 // Office hours by appointment

Final exam: Dec 3 in-class, 1 hour

Summary: This course is designed in the context of emerging workplace realities and will cover how emotions contribute to employee motivation, attitudes and decisions; how social networks shape power and communication: how self-concept influences individual outcomes, team cohesion, leadership and behaviour; and how adopting a global mindset has become an important characteristic of employees in an interconnected world.

Objectives: Gain an understanding of individual behaviour, team, and organizational processes.

Competencies:

1. Consider the field of organizational behaviour
2. Explore performance: motivation, action, teamwork, and trust
3. Identify features of interacting effectively
4. Describe an organizational vision
5. Explore reorganizing a workplace

Deadline for withdrawal without academic penalty: November 17, 2020

Reading List

[Organizational Behaviour](#), University of Minnesota Libraries Publishing, under a Creative Commons Licence. 2010.

Please see the course webpage at Postgrowth.ca/OrgBehaviour for the addition of supplementary texts.

Assignments and Grades

Attendance / participation (inc. grading)	10%
Learning statements	10%
Case study summary (group)	20%
Reading summaries	20%
Chapter presentations	20%
Final exam (Dec 3)	20%

Letter	%	GPA	Descriptor
A+	90-100	4.5	Exceptional
A	80-89	4	Excellent
B+	75-79	3.5	Very Good
B	70-74	3	Good
C+	65-69	2.5	Satisfactory
C	60-64	2	Adequate
D	50-59	1	Marginal
F	0-49	0	Failure

An “excellent” assignment (A) would display:

1. Original thinking and a superior grasp of the subject matter
2. A highly developed capacity for critical evaluation, synthesis, and creativity
3. Appropriate descriptions and quotations
4. Organizing and subordinating information well; writing and/or speaking clearly
5. The use of research sources using *any* recognized style format. For reference, see:

Hacker, Diana. *A Pocket Style Manual*. Eighth edition. Boston and New York: Bedford/St. Martin's, 2018.

Attendance / Participation: To foster more active discussions on class readings, your participation will be graded. You will be graded on the quality and quantity of interaction – that is, not only the volume of interaction, but its quality and consistency. Someone who interacts often but attempts to monopolize the conversation, for instance, may receive a lower grade than someone who contributes regularly and is respectful of the contributions of others. Regular contributions, however, are required. Your participation grades will be posted at the middle and the end of the semester.

Learning statements: At the beginning of each class, students will briefly write and share their understanding of a topic as a means of catalyzing conversation about the academic reading. At the end of class, students will be expected to reflect on their initial entry and consider whether your understanding has changed.

Reading / Summaries: One of our first exercises will be for you to come up with a reading schedule to designate time outside of class to read; you will be expected to hold yourself accountable to this reading schedule. If helpful, you can arrange peer group reading sessions. For each assigned reading, one group will prepare a synopsis in point form that outlines the main argument of the reading. Following the discussion, the group will be tasked with preparing a half-page written summary of the reading and discussion. Note: Periodically, class time will be allocated to reading in class, but students should not rely on this time to integrate the topic matter.

Peer grading: A number of assignments will be peer-reviewed using a web-based form; grades and feedback will be “crowdsourced” and recommended to the instructor (the instructor reserves the

right to adjust grades up or down). Peer-reviewed assignments include the chapter summaries and case study report.

Handing in: All assignments must be submitted electronically. Email preferred.

Late submissions: Late papers are subject to a 5% per day penalty. Any paper received after 4 PM on a Friday will be deemed to be received on Monday and subject to a 15% penalty (Tuesday, 20% deduction, 25% for Wednesday, etc.). Extensions are generally granted *with advance notice*.

Policies

Final grades: Grades submitted by instructors become final only after they are vetted by the Dean's Council. That process occurs early in January for fall semester grades and early in May for winter semester grades.

Academic integrity: *Academic Integrity*—All material referred to in any assignment MUST be appropriately referenced. Plagiarism is a serious matter. Students should be aware of CMU Academic Policies, particularly those regarding academic misconduct (plagiarism and cheating), which apply to all University courses. These are detailed on CMU's [website](#) and in the CMU Calendar. If you still have questions about appropriate referencing and what plagiarism is, a useful tutorial can be found [here](#). For more information on CMU policies regarding grades, academic misconduct, appeals, and other matters, please see CMU's *Academic Calendar*.

Accessibility: CMU strives to provide a fair and supportive learning environment for academically qualified students with disabilities. If you are eligible for these services or have questions about becoming eligible, please contact Sandra Loeppky, Coordinator of Accessibility Programs at sloeppky@cmu.ca or 204.487.3300 x.340. In recognition of individuals with asthma, allergies and severe environmental/chemical sensitivities, CMU is striving to become a scent-free campus. Students, staff and guests are asked to refrain from wearing fragrances and scented personal care products at CMU. This includes perfumes, colognes, aftershave and scented hair products. Your cooperation is greatly appreciated by those affected.

Academic support services: Student studying, tutoring, and the Peer Assisted Learning (PAL) program are offered to CMU students free of charge in the Marpeck Mezzanine.

Counselling: University students face many challenges and at times may benefit from having a trained professional to talk to. There are qualified counsellors at CMU who volunteer their services free of charge to students on the CMU campus. Students wishing to book an appointment with a counsellor are asked to contact the North Side Receptionist at 204.487.3300 or info@cmu.ca. Confidentiality is maintained at all times. The counselling office is located at C365 (north side) and is free for CMU students.

On-campus health guidelines

Being on campus: As a general assumption, students, staff, and faculty are encouraged to be on campus according to their regular schedule when they are well and while symptom free, and to not be on campus when they are not well. This means not attending when a person:

- a) Is sick with a cold or flu, or having other COVID-19 like symptoms
- b) Is immuno-compromised or otherwise at health risk
- c) Lives with a child or a family member who is at health risk
- d) Is facing discomfort related to pandemic risks
- e) Learns online given inability to come from another country
- f) Has COVID-19 impacted childcare responsibilities

Students who meet one or more of the criteria listed above and seek exemption from attending classes in person all semester must complete the online studies form available at www.cmu.ca/onlinestudiesform.

Notification Protocol: For purposes of potential contact tracing, students, staff, and faculty are required to submit the online notification form available on the CMU website when they will not be present on campus for class, work, or any other regularly scheduled activity. The form may be found at www.cmu.ca/notificationform.

Self-Screening: To reduce the potential risk of COVID-19 to the community, students, staff, and faculty must complete the Manitoba Health COVID-19 online screening tool daily before they come onto campus or leave their residence room. Recommendations from the shared health screening tool must be followed. The Manitoba Health COVID-19 online screening found at <https://sharedhealthmb.ca/covid19/screening-tool>.

Related Links

- [Government of Manitoba's "About COVID-19," including notable symptoms](#)
- Government of Manitoba [Screening Tool](#), including contact info for Health Links
- [CMU Education and Operations 2020-21](#) Framework
- CMU's [COVID-19 Updates](#) and Resources
- Student [FAQ](#) regarding COVID-19

Continuity plans for COVID-19

For more info, see "[Guidelines for In-Person Sessions in Hybrid Classes](#)"

Faculty at CMU will do our best to accommodate learning when individuals need to remain absent from campus for reasons listed above, under "On-Campus Health Guidelines."

In addition to this, **individuals that anticipate needing to stay off campus for the duration of the semester** should note your situation to Academic Office as soon as possible. The VPA's office will work with the Academic Office, Information Technology and the Coordinator of Accessibility programs and the relevant faculty members to accommodate remote learning.

In the event of interruption or closure (ie. if you can't come to class, the instructor can't come, or the campus closes), please join us online using the "live discussion" button on the course webpage.

Course schedule at-a-glance

Sep		10	Intro
15	Ch. 1 - OB	17	Ch. 2 - Diversity
22	Ch. 3 - Difference	24	Ethics/cases
29	Ch. 4 - Attitudes		Ethics/cases
Oct		1	Ethics/cases
6	Ch. 5/6 - Motivation	8	Ethics/cases
13	Ch. 7 - Emotions	15	Ethics/cases
20	Ch. 8 - Communication	22	Ethics/cases
27	Ch. 9/10 - Teams; Conflict	29	Ethics/cases
Nov			
3	Ch. 11 - Decisions	5	Ethics/cases
10	Ch. 12 - Leading	12	Ethics/cases
17	Ch. 13 - Power	19	Ethics/cases
24	Ch. 14 - Structure	26	Ethics/cases
Dec			
1	Ch. 15 - Structure	3	Conclusion