



## Organizational Behaviour (PSYCH/BUSI-2020/3)

Course Syllabus // Fall 2021, T/TH 4-5.15 PM, Room C244

**Instructor:** James Magnus-Johnston

PhD Candidate, McGill University; MPhil, Cambridge University; BA University of Winnipeg

[jmagnus-johnston@cmu.ca](mailto:jmagnus-johnston@cmu.ca) // "office hours" by appointment

c. 204.952.7751

**Final exam:** Dec 5 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: Nov 15, 2022

---

## Reading List

### REQUIRED TEXT

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

*Please see [Postgrowth.ca/OrgBehaviour](http://Postgrowth.ca/OrgBehaviour) for supplementary texts.*

---

## Assignments and Grades

<b>Class participation</b>	10%
<b>Chapter presentations</b>	20%
<b>Case studies</b> (ongoing in-class activity)	30%
<b>Discussion summary</b>	10%
<b>Learning statements</b>	10%
<b>Final exam</b>	20%

<b>Letter</b>	<b>Percentage</b>	<b>GPA</b>	<b>Descriptor</b>
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

**Class participation and attendance:** Your participation grades will be posted at the same time as your mid-term grade. You will be graded on the quality and quantity of interaction – that is, not only the volume of interaction, but the quality and thoughtfulness of your contributions. Attendance will also be factored into your participation grade.

**Chapter presentations:** For each assigned reading, one group (or individual) 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. Be sure to sign up early for your timeslot.

**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.

**Learning statements:** When prompted in class, students will briefly write and share their understanding of a topic as a means of catalyzing conversation about the academic reading (through a web-based form). At the end of class, students will be expected to reflect on their initial entry and consider whether your understanding has changed.

**Discussion summaries:** Following presentation discussions, please prepare a short summary (no shorter than half a page and no longer than one page) of the discussion to be submitted via the online form the following day. Please note that you will not be graded on the volume of your written work, rather you will be graded on your ability to distill content into information that is relevant to our discussion.

**Final exam:** For your final exam, you will be asked to select two of the questions at the end of a chapter reading and prepare a response.

**Peer-assisted learning (PAL) and tutoring.** *PAL is available for academic assistance in all of our programs. Please contact student advising for further details.*

---

## 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 [sloepky@cmu.ca](mailto:sloepky@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](mailto:info@cmu.ca). Confidentiality is maintained at all times. The counselling office is located at C365 (north side) and is free for CMU students.

**Continuity Plan:** Faculty and students should plan to stay home when ill and follow public health requirements for respiratory illness. When students cannot come to class, please seek notes from the designated note-taker. If the instructors cannot be in class, an announcement will be made in Moodle, and we'll use the 8x8 video platform to communicate via videoconference.

## Schedule

				W	7	Intro
Sept	M	12	Ch. 1 - OB	W	14	Ch. 2 - Diversity
	M	19	Ch. 3 - Difference	W	21	Ethics/cases
	M	26	Ch. 4 - Attitudes	W	28	Ethics/cases
Oct	M	3	Ch. 5/6 - Motivation	W	5	Ethics/cases
	M	10	Ch. 7 - Emotions	W	12	Ethics/cases
	M	17	Ch. 8 - Communication	W	19	Ethics/cases
	M	24	Ch. 9 - Teams	W	26	Ethics/cases
	M	31	Ch. 11 - Decisions	W	2	Ethics/cases
Reading Break						
Nov	M	14	Ch. 12 - Leading	W	16	Ethics/cases
	M	21	Ch. 13 - Power	W	23	Ethics/cases
	M	28	Ch. 14 - Structure	W	30	Ethics/cases
Dec	M	5	Exam			