



Organizational Behaviour (PSYCH/BUSI-2020/3)

Winter 2024, T/TH 1-2.15 PM, Room D30 (South)

Instructor: James Magnus-Johnston

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Final exam: 1:30-3 PM on Thursday, April 11

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: March 18, 2024

Reading List

REQUIRED TEXT

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

Please see Postgrowth.ca/OrgBehaviour for supplementary texts.

REQUIRED SOFTWARE

In order to improve the quality of feedback and volume of engagement in this course, each student will be required to sign up to use kitik.io, an innovative software to facilitate peer and group activities in class.

Assignments and Grades

Letter	Percentage	Grade Points	Descriptor
A+	90–100	4.5	Exceptional
A	85–89	4.25	Excellent
A-	80–84	4.0	Great
B+	77–79	3.5	Very Good
B	73–76	3.25	Good
B-	70–72	3.0	Satisfactory
C+	67–69	2.5	Competent
C	63–66	2.25	Acceptable
C-	60–62	2.0	Adequate
D	50–59	1	Marginal

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 (verbal engagement)	10%
Learning statements (in-class prompts)	10%
Case studies (in-class activities via kritik)	20%
Evaluation + feedback (in-class activities via kritik)	20%
Chapter presentations	20%
Final exam	20%

Class participation and attendance: Your participation grades will be posted at the middle and the end of the semester. 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.

Case studies: Each week, we will conduct an in-class activity using a scenario posed by your text (“ethics/cases”). The scenario will catalyze group conversation, written reflection, and peer review. Some of these activities may be assigned as homework.

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: Chapter presentations and case studies will be peer-reviewed using web-based applications; grades and feedback will be “crowdsourced” and recommended to the instructor (the instructor reserves the right to adjust grades up or down).

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). Note that learning statement entries will also be used as a benchmark for attendance. For this assignment, you will be graded on engagement rather than style and grammar.

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.

Policies, Guidelines, and Support

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: ALL sources in ALL student writing 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](#). Please note that CMU has adopted the following style guide for all academic writing: Hacker, Diana. *A Pocket Style Manual*. Ninth edition. Macmillan Learning, 2021.

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.

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.

Continuity plan: Faculty and students should plan to stay home when ill. If students can’t come to class, please notify the instructor and undertake to collect notes from the class note-taker. If the instructor is ill, arrangements will be made to conduct the class asynchronously or live online.

Schedule

Jan	T	9	Ch. 1 - Intro / Org Behaviour	Th	11	Ch. 2 - Diversity
	T	16	Ch. 3 - Differences / Perception	Th	18	Ethics/cases
	T	23	Ch. 4 - Attitudes	Th	25	Ethics/cases
	T	30	Ch. 5/6 - Motivation	Th	1	Ethics/cases
Feb	T	6	Ch. 7 - Emotions and stress	Th	8	Ethics/cases
	T	13	Ch. 8 - Communication	Th	15	Ethics/cases
			Reading Break			
	T	27	Ch. 9 - Groups vs. Teams	Th	29	Ch. 10 - Conflict
Mar	T	5	Ch. 11 - Decisions	Th	7	Ethics/cases
	T	12	Ch. 12 - Leading	Th	14	Ethics/cases
	T	19	Ch. 13 - Power	Th	21	Ethics/cases
	T	26	Ch. 14 - Structure	Th	28	Ethics/cases
	T	2	Ch. 15 - Structure	Th	4	Ethics/cases
Apr	T	9	No class	Th	11	Exam