

COURSE INFORMATION

Course title:	Organizational Behaviour	Credits:	1.5
Course code:	BAHR 550	Class location:	HA 434
Session, term, period:	2023W1, Period 2	Class times:	Mon / Wed 10am – 12pm
Section(s):	MM1	Pre-requisites:	n/a
Course duration:	Oct 30 – Dec 01 2023	Co-requisites:	n/a
Division:	OBHR		
Program:	MM		

INSTRUCTOR INFORMATION

Instructor:	Amy Stanley, MSc, CEC	Office location:	HA 358
Phone:	604 822 0084	Office hours:	Mon 3pm – 4pm
Email:	Amy.stanley@sauder.ubc.ca		

<https://ubc.zoom.us/j/8041021260?pwd=VEU2TTZuczI2dU1ORVE1ZHorbIVkUT09>

Teaching assistant:	Tim Linsell
Office hours:	TBD
Email:	linsell7@student.ubc.ca

COURSE DESCRIPTION

BAHR 550 is the introductory core course in Organizational Behaviour (OB). The primary objective of this course is to teach you the effects of organizational structures and interpersonal processes on the behaviour of individuals in organizations and the wider implications for the effectiveness and success of organizations. You will learn to consider the entire organization as an actor and examine how it behaves in different types of environments. Throughout the course an emphasis is placed on how you, as an organizational member or consultant, might experience, interpret, and manage people, structures, and processes in organizations.

COURSE FORMAT

Classes will consist of a blend of short lectures, discussions and group exercises. Students are expected to read the chapters in advance of each class and arrive ready to discuss and apply course concepts.

LEARNING OBJECTIVES

The aim of this course is to help you develop the interpersonal skills you need to succeed as a Sauder student and in your future career. You will be able to identify organizational issues and suggest ways to overcome them. Through readings, lectures, cases, and experiential exercises, you will learn frameworks from social sciences that will help you understand organizational processes and apply them to particular situations.

The learning objectives for this course are:

- To analyze key Organizational Behaviour concepts and how they apply to any setting.
- To improve team-working skills by gaining appreciation of team dynamics and working on assignments, exercises, and a presentation together.
- To improve communication skills by understanding how we interpret information, writing assignments, and presenting.

- To analyze how organizations are structures, and the consequence of organizational design and culture.
- To introduce personal leadership and apply specific lessons that can help fulfill your leadership potential.

ASSESSMENTS

Summary

<u>Component</u>	<u>Weight</u>
Active Learning	15%
Fantasy Project	10%
Discussion Posts	15%
Group Movie Project	30%
Final Paper	30%
Total	<u>100%</u>

Details of Assessments.

ACTIVE LEARNING – 15%

Every student is expected to attend all classes in full. The experiences of students are highly useful to contextualize the theoretical ideas and to relate the concepts to real-life contexts. Active learning can be demonstrated by participating in class discussions, completing class prep online, answering poll questions, providing feedback to your peers, and doing self-evaluations.

An important goal for this course is learning to actively listen, think critically, and effectively communicate ideas in groups and to work as a positive and productive contributor. Therefore, students are expected to read assigned materials and prepare for each class. Participation is highly valued. Quality beats quantity when making contributions in the classroom.

In order to achieve top marks for active learning, a student must: (1) attend the class regularly, (2) participate in the class discussions (by asking questions or making comments), (3) complete activities in small groups, and (4) contribute positively to the learning environment and be respectful of other students.

You must attend class to complete and receive credit for the in-class activities. No make-up classes, activities or assignments will be offered! Attendance alone does NOT guarantee full participation marks!

FANTASY PROJECT – 10%

To assist you with a team-building process, your group will first work on a Fantasy Project – which includes a quick 5-minute presentation in-class. Learning to work in teams is increasingly a requirement of organizational life and working in groups on a project provides a laboratory for you to develop teamwork skills. Check Canvas Assignments for full details.

DISCUSSION POSTS – 15%

After each class, students are required to post a discussion in the thread, on a subject related to the concepts and ideas discussed that day. The emphasis here is on application of the concepts, either based on students experience to date or how they expect to use them in the future.

GROUP MOVIE PROJECT – 30%

Group projects are designed to give you the chance to apply course content by developing your teamwork skills for the workplace. You will be placed into a group early into the term to complete these projects. Each group is required to perform a comprehensive research analysis and communicate their findings on one of the organizational behaviour areas. Each team will be randomly assigned one of the OB topics covered in this course. It is important that students develop the ability to research, analyze and communicate their findings on an assigned topic. The way we will explore these OB related topics is via Movies. Each group will **pick a Movie** that reflects their assigned topic and is related to working, management, business, or organizations. Each team will be responsible for writing a **3000 words Report** on assigned OB topic. The **Group Report (PDF)** file must be submitted first to **Turnitin** site to check for content similarities. Each group will also be responsible for creating a **10-minute presentation** on the subject. Check **Canvas Assignments** for full details and specific deadlines!

Finally, this is a group project and students will be evaluated on their performance within the group. Each group member must complete the **Group iPeer Evaluation** via the iPeer site, which requires team-members to rate the participation of all the members in the group. Individual marks for all group work will be weighted by a peer evaluation. Group members who do **NOT** submit their **Group iPeer Evaluation** by the deadline will be **penalized 10%** of the full Group Project grade!

FINAL PAPER – 30%

Instead of final exam, you will submit a paper describing your own reflections on the course. As background, we will have covered a number of topical areas related to organizational behavior and management by the end of the course. This assignment asks you to take a moment to reflect on what you learned in the course. Our goal is to get you to distill down the key lessons from the course both for your present learning, but also for the future. By future, think of this as a way of capturing those things you learned that might be useful to reflect back on later in your career.

Final paper will be submitted online. **Final Paper (PDF)** file must be submitted first to the **Turnitin** site to check for content similarities. Check **Canvas Assignments** for full details and specific deadlines.

LEARNING MATERIALS

Required: **Organizational Behavior**

Publisher: Open Textbook Library, University of Minnesota

Available free online: <https://open.lib.umn.edu/organizationalbehavior/>

You can read this textbook online or download as a PDF.

Required: **Organizational Behavior**

Publisher: Open Textbook, Rice University

Available free online: <https://openstax.org/details/books/organizational-behavior>

You can read this textbook online or download as a PDF

COURSE-SPECIFIC POLICIES AND RESOURCES

Missed or late assignments, and regrading of assessments

Late submissions will not be accepted and will receive a grade of zero.

Academic Concessions

If extenuating circumstances arise, please contact the RHL Graduate School program office as early as reasonably possible, and submit an [Academic Concession Request & Declaration Form](https://webforms.sauder.ubc.ca/academic-concession-rhlee) <https://webforms.sauder.ubc.ca/academic-concession-rhlee>. If an academic concession is granted during the course, the student will be provided options by RHL, or by the instructor in consultation with RHL, per [UBC's policy on Academic Concession](#).

POLICIES APPLICABLE TO COURSES IN THE ROBERT H. LEE GRADUATE SCHOOL

Attendance

Excepting extenuating circumstances, students are expected to attend 100% of their scheduled class hours. Absent students limit their own academic potential, and that of their classmates, and cause unnecessary disruption to the learning environment. Students missing more than 20% of the total scheduled class hours for a course (including classes held during the add/drop period) without having received an academic concession will be withdrawn from that course. Withdrawals, depending on timing, could result in a "W" or an "F" standing on the transcript.

Punctuality

Students are expected to arrive for classes and activities on time and fully prepared to engage. Late arrivals may be refused entry at the discretion of the instructor or activity lead. Students arriving later than halfway through a scheduled class will be treated as absent for that class.

Electronic Devices

During online lectures, students are not permitted to use any electronic devices other than the primary one used for attending the online lecture (e.g. laptop or desktop). Only Zoom should be open during the online lecture unless an instructor advises the use of another program/website for an in-class activity. Feedback from students indicates that personal devices are the number one distraction from effective learning and participation in the online learning environment.

Citation Style

Please use the American Psychological Association (APA) reference style to cite your sources.

Details of the above policies and other RHL Policies are available at:

<http://www.calendar.ubc.ca/vancouver/index.cfm?tree=12,199,506,1625>

UNIVERSITY POLICIES AND RESOURCES

UBC provides resources to support student learning and to maintain healthy lifestyles but recognizes that sometimes crises arise and so there are additional resources to access including those for survivors of sexual violence. UBC values respect for the person and ideas of all members of the academic community. Harassment and discrimination are not tolerated nor is suppression of academic freedom. UBC provides appropriate accommodation for students with disabilities and for religious observances. UBC values academic honesty and students are expected to acknowledge the ideas generated by others and to uphold the highest academic standards in all of their actions. Details of the policies and how to access support are available on the UBC Senate website at <https://senate.ubc.ca/policies-resources-support-student-success>.

Respect for Equity, Diversity, and Inclusion

The UBC Sauder School of Business strives to promote an intellectual community that is enhanced by diversity along various dimensions including status as a First Nation, Metis, Inuit, or Indigenous person, race, ethnicity, gender identity, sexual orientation, religion, political beliefs, social class, and/or

disability. It is critical that students from diverse backgrounds and perspectives be valued in and well-served by their courses. Furthermore, the diversity that students bring to the classroom should be viewed as a resource, benefit, and source of strength for your learning experience. It is expected that all students and members of our community conduct themselves with empathy and respect for others.

Academic Integrity

The academic enterprise is founded on honesty, civility, and integrity. As members of this enterprise, all students are expected to know, understand, and follow the codes of conduct regarding academic integrity. At the most basic level, this means submitting only original work done by you and acknowledging all sources of information or ideas and attributing them to others as required. This also means you should not cheat, copy, or mislead others about what is your work. Violations of academic integrity (i.e., misconduct) lead to the breakdown of the academic enterprise, and therefore serious consequences arise and harsh sanctions are imposed. For example, incidences of plagiarism or cheating may result in a mark of zero on the assignment or exam and more serious consequences may apply if the matter is referred to the President's Advisory Committee on Student Discipline. Careful records are kept in order to monitor and prevent recurrences.

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All materials of this course (course handouts, lecture slides, assessments, course readings, etc.) are the intellectual property of the instructor or licensed to be used in this course by the copyright owner. Redistribution of these materials by any means without permission of the copyright holder(s) constitutes a breach of copyright and may lead to academic discipline and could be subject to legal action. Any lecture recordings are for the sole use of the instructor and students enrolled in the class. **In no case may the lecture recording or part of the recording be used by students for any other purpose, either personal or commercial.** Further, audio or video recording of classes are not permitted without the prior consent of the instructor. Students may not share class Zoom links or invite others who are not registered to view sessions.

ACKNOWLEDGEMENT

UBC's Point Grey Campus is located on the traditional, ancestral, and unceded territory of the xwməθkwəyəm (Musqueam) people, who for millennia have passed on their culture, history, and traditions from one generation to the next on this site.

COURSE SCHEDULE

(Subject to change with class consultation)

Class	Synchronous Or Asynchronous	Date	Topic	Readings or Activities	Assessments due
1	Synchronous	Mon Oct 30	Introduction to OB, Values and Personality	Minnesota: Rice:	Discussion post
2	Synchronous	Wed Nov 01	Groups and Teamwork; Interpersonal Skills	Minnesota: Rice:	Discussion post
3	Synchronous	Mon Nov 06	Perceptions, Attitudes and Diversity	Minnesota: Rice:	Fantasy Project Discussion post
4	Synchronous	Wed Nov 08	Theory and Practice of Motivation	Minnesota: Rice:	Discussion post
5	Synchronous	Mon Nov 13	Communication and Conflict	Minnesota: Rice:	Discussion post
6	Synchronous	Wed Nov 15	Leadership and Negotiation	Minnesota: Rice:	Discussion post
7	Synchronous	Mon Nov 20	Power and Politics; Decision Making	Minnesota: Rice:	Discussion post
8	Synchronous	Wed Nov 22	Organizational Culture and Structure	Minnesota: Rice:	Discussion post
9	Synchronous	Mon Nov 27	Organizational Change and the Future of Work	Minnesota: Rice:	Discussion post
10	Synchronous	Wed Nov 29	Movie Case Presentations		Group Movie Case Report and Presentation
	Exam Week	Dec 4-8	Exam Week		Final Paper