

COURSE INFORMATION

Course title:	Organizational Behavior	Credits:	1.5
Course code:	BAHR 550	Class location:	DLAM 125
Session, term, period:	2022W1, Period 2	Class times:	Tue & Thu @ 8-10 am
Section(s):	MM1	Pre-requisites:	N/A
Course duration:	Oct 31 to Dec 2, 2021	Co-requisites:	N/A
Division:	OBHR		
Program:	MM		

INSTRUCTOR INFORMATION

Instructor:	Irene Kim, PhD	Office location:	HA 684C
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Teaching Assistant:	Anna Merzliakova
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COURSE DESCRIPTION

BAHR 550 is the introductory core course in Organizational Behavior (OB). The primary objective of this course is to teach you about the effects of organizational structures and interpersonal processes on the behavior of individuals in organizations and the wider implications for the effectiveness and success of organizations. You will also 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

Typical use of class time will include lecture, exercises, cases, and discussion. Students are strongly encouraged to read the corresponding chapters of the textbook.

COURSE GOALS

The main goal of the course is to help you develop interpersonal skills that will allow you to succeed in your future career in business. This course is designed to sharpen your ability to diagnose and solve a broad range of organizational problems. Through readings, lectures, cases, and experiential exercises, we will introduce you to frameworks from the social sciences that are useful for understanding organizational processes and teach you how to apply these frameworks to particular situations.

LEARNING OBJECTIVES

The learning objectives for this course are to:

1. Develop an understanding of key Organizational Behavior concepts and how they apply to any setting.
2. Improve team-working skills by gaining an appreciation of team dynamics and working on several assignments, exercises and a presentation together.
3. Improve communication skills by understanding how we interpret information, writing assignments and presenting.

4. Understand how organizations are structures, and the consequences of organizational design and culture.
5. Introduce personal leadership and apply specific lessons that can help fulfill your leadership potential.

ASSESSMENTS

Summary

<u>Component</u>	<u>Weight</u>
Attendance & Participation	15%
Small Assignments	5%
Cases (written response & in-class contribution)	10%
In-class Midterm Exam	20%
Final Paper & Mind Map	10%
Group Movie Project	20%
Final Exam	20%
Total	<u>100%</u>

Details of Assessments

Attendance & Participation (15%)

Every student is expected to attend all classes in full as specified by RHL Graduate School Attendance & Tardiness Policy. In order to achieve top marks for participation, a student must: attend the class regularly, participate in the class activities and discussions (by asking questions or making comments), and contribute positively to the learning environment and be respectful of other students.

Attendance alone does not guarantee full participation marks. Both quality and quantity of contributions matter. You must be in class to complete and receive credit for the activities. No make-up classes, activities or assignments will be offered. Attendance and participation will be monitored through iClicker check-ins and instructor observation of student contribution in group activities and/or class discussions each class.

Small Assignments (5%)

There are short, homework type of assignments throughout the course. You will see these in the course schedule table. You will receive **a score of 0 for a missed small assignment** (i.e., no late assignments or make-ups).

Cases [Written response & In-class contribution] (10%)

There are two cases throughout the course. You are expected to read the case on your own and submit a written response. Then, students are expected to contribute to and facilitate in-class discussions.

Exams [In-class Midterm Exam & Final Exam] (20% + 20%)

There are two exams — one in-class midterm exam and one final exam during the final exam week (20% each). The final exam is non-cumulative. These will be administered via Canvas. Students' responses will be subjected to plagiarism detection software. **Missing exam = 0 grade.**

Final Paper & Mind Map (10%)

Throughout the course, students will be introduced to many diverse organizational behavior concepts, theories, tools, and ideas. Being able to reflect and consider how the ideas integrate is an important part of the learning. The final paper gives students an opportunity to assimilate their accumulated knowledge from this course through the development of a mind map and explanatory write-up. The content of your mind map can be wide-ranging, however, the overall goal is to capture your major takeaways from this course.

Final reflection paper will be submitted online in PDF format via Canvas Assignments near the end of the term (full details will be provided).

Group Movie Project (20%)

The group movie project will be in the form of a written report (10%) and a presentation (10%). Instructor will randomly assign students into a group to complete this assignment. Members will share equally in the rewards, which will be the marks assigned for the written report and presentation. It is the group's responsibility to work its members to assure that everyone is contributing adequately.

This project entails watching an assigned movie and applying the concepts and knowledge gained in OB to identify the topics/themes in the movie that are relevant to OB. Each team will prepare a written report and presentation.

Written Report: The written report should be no more than 3 pages (excluding bibliography and/or references list). Line spacing should be double-spaced. All reports are due online in PDF format via Canvas Assignments on due date.

Presentation: Each team will be required to deliver a 10-15minute presentation on their project at the end of the term. All presentation slides are due online via Canvas Assignments on due date. Groups will also record their presentations asynchronously using Zoom (while "sharing" their slides on Zoom).

Further details on the group project will be provided in class and posted on Canvas. Late submissions will NOT be accepted and will receive **0 grade for the whole group**.

LEARNING MATERIALS

Required: Textbook: **Organizational Behavior**

Publisher: Open Textbook Library, University of **Minnesota**

Available free online: <https://open.umn.edu/opentextbooks/textbooks/30>

You can read this textbook online or download in PDF (page numbers refer to pages of the PDF file).

Required: Textbook: **Organizational Behavior**

Publisher: Open Textbook Library, **Rice** University

Available free online: <https://open.umn.edu/opentextbooks/textbooks/organizational-behavior-2019>

You can read this textbook online or download in PDF (page numbers refer to pages of the PDF file).

Required: Cases

The link to purchase the cases will be provided on the course page of Canvas.

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](#). 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](#).

Code Plagiarism

Code plagiarism falls under the UBC policy for [Academic Misconduct](#). Students must correctly cite any code that has been authored by someone else or by the student themselves for other assignments. Cases of "reuse" may include, but are not limited to:

- the reproduction (copying and pasting) of code with none or minimal reformatting (e.g., changing the name of the variables)
- the translation of an algorithm or a script from a language to another
- the generation of code by automatic code-generations software

An "adequate acknowledgement" requires a detailed identification of the (parts of the) code reused and a full citation of the original source code that has been reused.

Students are responsible for ensuring that any work submitted does not constitute plagiarism. Students who are in any doubt as to what constitutes plagiarism should consult their instructor before handing in any assignments.

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.

COVID-19 Policies for Attendance & Academic Concessions:

If a student feels unwell, they should stay home and send a courtesy email to each impacted instructor and cc their program manager. The student should also submit an [Academic Concession Request & Declaration Form](#).

If a student suspects possible COVID-19 infection, they should use the BC Ministry of Health's [self-assessment tool](#), to help determine whether further assessment or testing for COVID-19 is recommended.

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

Devices such as laptops, tablets, and cell phones are not permitted to be used in class unless directed by the instructor for in-class activities. Students who do not follow the School's policy in this regard may be required to leave the room for the remainder of the class, so that they do not distract others. Research shows that students' use of laptops in class has negative implications for the learning environment, including reducing their own grades and the grades of those sitting around them.

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.

COPYRIGHT

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 x^wməθk^wəyəm (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)

Class	Date	Topics	Readings or Activities	Assessments due
1	Nov 1 (Tue)	Introduction to OB & Work Behaviors	Minnesota PDF: pp. 14-22; 153-162. Rice PDF: pp. 17-40.	Introduction Survey due 11:59pm Nov 1 (Tue)
2	Nov 3 (Thu)	Personality & Learning	Minnesota PDF: pp. 103-113. Rice PDF: pp. 50-58; 105-129.	Personality Survey due 11:59pm Nov 2 (Wed)
3	Nov 8 (Tue)	Perceptions and Attributions (& Movie project time)	Minnesota PDF: pp. 119-127. Rice PDF: pp. 73-91.	
4	Nov 10 (Thu)	Work Motivation	Minnesota PDF: pp. 175-203; 218-236. Rice PDF: pp. 209-248.	Case 1 written response due 11:59pm Nov 9 (Wed)
5	Nov 15 (Tue)	In-class Exam & Work Stress	Minnesota PDF: pp. 266-278. Rice PDF: pp. 589-616.	In-class Exam
6	Nov 17 (Thu)	Groups and Teamwork (& Movie project time)	Minnesota PDF: pp. 371-380; 391-394; 404-405. Rice PDF: pp. 302-305; 334-346.	

7	Nov 22 (Tue)	Leadership	Minnesota PDF: pp. 501-540. Rice PDF: pp. 383-414.	
8	Nov 24 (Thu)	Decision Making	Minnesota PDF: pp. 465; 478-481; 483-486. Rice PDF: pp. 185-192; 199-202.	Carter Racing A and Decision #1 due 11:59pm Nov 23 (Wed) Reflection questions due 11:59pm Nov 24 (Thu)
9	Nov 29 (Tue)	Communication & Organizational Culture and Change	Minnesota PDF: pp. 332-333; 650-684; 621-637. Rice PDF: pp. 362-363.	Case 2 written response due 11:59pm Nov 28 (Mon)
10	Dec 1 (Thu)	Negotiation (& Movie project time)	Minnesota PDF: pp. 435-445. Rice PDF: pp. 469-474.	Final Paper & Mind Map due 11:59pm Dec 2 (Fri) Group Movie Project due 11:59pm Dec 3 (Sat) <ul style="list-style-type: none"> • Written report • Presentation
xx	Dec 4-10	Exam Week		Final Exam TBD