

**THE UNIVERSITY OF WESTERN ONTARIO**

**LONDON**

**CANADA**

**Management and Organizational Studies**

**COMMMGT 9180B**

**Section 002**

**2017**

**Organizational Behaviour**

## **1.0 CALENDAR DESCRIPTION**

The objectives of this course are (1) to provide an understanding of the roles and responsibilities of management to ensure organizational effectiveness and success, and (2) to prepare students to begin to assume these roles and responsibilities. Topics include how and why organizations are structured to be effective, what determines individual behavior in an organization, understanding motivation in the workplace, effective teamwork, understanding power and politics in organizations, managing people effectively.

Half course.

## **2.0 COURSE INFORMATION**

Instructor: Julie Aitken Schermer, Ph.D.

Office: 4429 Social Science Centre

E mail: [jharris@uwo.ca](mailto:jharris@uwo.ca)

Office Hours: Tuesdays 1-2:30pm

Thursdays 1-2:30pm

Telephone: 519-661-2111 ext 84699

Class: Thursdays 9:30am to 12:30, IGAB 1N05

### **3.0 REQUIRED TEXTBOOK**

Greenberg, J. (2013). *Managing behavior in organizations (6<sup>th</sup> edition)*. Upper Saddle River, NJ: Pearson. [ISBN 978-0-13-272983-3]

### **4.0 COURSE OBJECTIVES**

On successful completion of this course, students shall be able to:

- Understand the differences between the various management models/theories
- Explain the differences between managers and leaders
- Appreciate the individual differences which exist in people
- Know when to apply which motivational model
- Describe the similarities and differences between power and politics
- Work effectively in an organizational context

### **5.0 EVALUATION**

Grades will be derived from three sources, the weights of which are outlined below:

#### **5.1 FINAL EXAM = 40% (April exam period April 9-30, 2017)**

The exam will cover all course materials (textbook chapters and lecture notes). Exams are closed book examinations. In addition, no calculators or dictionaries are allowed into the examinations.

The exam will be scheduled for three hours and consist of 140 multiple choice questions [10 questions for each of the 14 chapters (14 chapters x 10 questions = 140 questions)].

Cheating will not be tolerated; students are referred to the university policy on scholastic offenses (see section 8.0 below). Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating. Students found cheating will receive a zero (0%) on that exam. A number of safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests may ask students to move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront or as an accusation of cheating, rather as vigilant attempts at proctoring. A copy of guidelines about how to avoid cheating can be obtained from the office of the Ombudsperson, Room 3135 WSSB, (519) 661-3573.

Exams will be scored using the program Scan Exam which examines the answer sheets for unusual coincidences in the pattern of answers given which may be indicative and used as supporting evidence of cheating.

## 5.2 MINI ORAL ASSIGNMENTS (2 assignments, 16.5% each = 33%)

Students will be required to use a Western library search engine of your choice (such as Scopus), locate an article published in a peer-reviewed journal dealing with each of the two topics listed below, and present a summary of the article to the class (5 to 10 minutes). Each student is required to ensure that the article they have chosen is unique (i.e., not being presented by another student). To ensure uniqueness, each student is required to provide the reference to their article on the course OWL page. Students must check the references posted to ensure that the article that they are interested in presenting has not been chosen by another student in the course.

Oral presentations will require two in-class times for each presentation topic. Students will sign up for their presentation date on a first-come-first-allotted system through OWL with 18 students on the first day and 17 students on the second day.

### Assignment #1 – February 2 and February 9.

Using a Western library search engine of your choice (such as Scopus), locate an article published in a peer-reviewed journal dealing with **job attitudes**. In **your own words (do NOT read directly from the article)**, describe the purpose of the article, the findings, and how you might be able to apply the findings to a work situation.

### Assignment #2 – March 30 and April 6.

Using a Western library search engine of your choice (such as Scopus), locate an article published in a peer-reviewed journal dealing with **organizational culture or climate** (pick one of the topics). In **your own words (do NOT read directly from the article)**, describe the purpose of the article, the findings, and how you might be able to apply the findings to a work situation.

## 5.3 MINI SIMULATION EXERCISES (9 simulations x 3% = 27%)

Each student will complete the assigned simulations through **MyManagementLab for Johns: Organizational Behaviour 10/ce** using the steps listed below. Note that the simulations were designed for a slightly different textbook but are aligned closely with the Greenberg text in this course. Please make sure to complete the correct simulation assigned for each chapter.

To register:

1. Go to [www.pearsonmylabandmastering.com](http://www.pearsonmylabandmastering.com).
2. Under Register, select Student.
3. Confirm you have the information needed, then select OK! Register now.

4. Enter your instructor's course ID: schermer88768, and Continue.
5. Enter your existing Pearson account username and password (if you have one already) to Sign In. Note: you have an account if you have ever used a Pearson MyLab & Mastering product, such as MyMathLab, MyITLab, MySpanishLab, MasteringBiology or MasteringPhysics.

If you don't have an account, select Create and complete the required fields.

6. Select an access option. Enter the access code that came with your textbook or was purchased separately from the bookstore or buy access using a credit card or PayPal account. If available, get temporary access by selecting the link near the bottom of the page.
7. From the You're Done! page, select Go To My Courses.
8. On the My Courses page, select the course name MyManagementLab for Johns: Organizational Behaviour 10/ce to start your work. Complete the simulation assigned (double-check the chapter number assigned). Once completed, print off the assessment grade sheet to submit in class the day the simulation is due (check the schedule). Late submissions will not be accepted. Submissions cannot be sent via email.

To sign in later:

1. Go to [www.pearsonmylabandmastering.com](http://www.pearsonmylabandmastering.com).
2. Select Sign In.
3. Enter your Pearson account username and password, and Sign In.
4. Select the course name MyManagementLab for Johns: Organizational Behaviour 10/ce to start your work.

**Note: for those students who do not wish to complete the simulations, please contact the instructor before January 24, 2017 to have an alternative assignment assigned.**

## 6.0 STUDY SCHEDULE

January 12, 2017	Introduction to the course
January 19, 2017	Chapter 1 – The Field of Organizational Behavior Chapter 2 – Organizational Justice, Ethics, and Corporate Social Responsibility
January 26, 2017	Chapter 3 – Individual Processes Chapter 4 – Coping with Organizational Life <b>Johns Chapter 2 simulation due at start of class</b>
February 2, 2017	<b>Oral Presentation #1</b>
February 9, 2017	<b>Oral Presentation #1</b>
February 16, 2017	Chapter 5 – Work-related attitudes Chapter 6 – Motivating People to Work <b>Johns Chapter 5 simulation due at start of class</b>
February 20-24, 2017	<i>Reading week, no classes</i>
March 2, 2017	Chapter 7 – Interpersonal Behavior in the Workplace Chapter 8 – Organizational Communication <b>Johns Chapter 8 simulation due at start of class</b>
March 9, 2017	Chapter 9 – Group Processes and Work Teams Chapter 10 – Decision Making by Individuals and Groups <b>Johns Chapter 11 simulation due at start of class</b>
March 16, 2017	Chapter 11 – The Quest for Leadership Chapter 12 – Organizational Culture, Creativity, and Innovation <b>Johns Chapters 1 AND 10 simulation due at start of class</b>
March 23, 2017	Chapter 13 – Designing Effective Organizations Chapter 14 – Managing Organizational Change <b>Johns Chapter 15 simulation due at start of class</b>
March 30, 2017 and April 6, 2017	<b>Oral Presentation #2</b>

## **7.0 UNIVERSITY POLICY REGARDING ILLNESS**

The University recognizes that a student's ability to meet his/her academic responsibilities may, on occasion, be impaired by medical illness. Illness may be acute (short term), or it may be chronic (long term), or chronic with acute episodes. The University further recognizes that medical situations are deeply personal and respects the need for privacy and confidentiality in these matters. However, in order to ensure fairness and consistency for all students, academic accommodation for work representing 10% or more of the student's overall grade in the course shall be granted only in those cases where there is documentation supplied (see below for process) indicating that the student was seriously affected by illness and could not reasonably be expected to meet his/her academic responsibilities.

Documentation shall be submitted, as soon as possible, to the appropriate Dean's office (the Office of the Dean of the student's Faculty of registration/home Faculty) together with a request for relief specifying the nature of the accommodation being requested. These documents will be retained in the student's file, and will be held in confidence in accordance with the University's Official Student Record Information Privacy Policy

Once the petition and supporting documents have been received and assessed, appropriate academic accommodation shall be determined by the Dean's Office in consultation with the student's instructor(s). Academic accommodation may include extension of deadlines, waiver of attendance requirements for classes/labs/tutorials, arranging Special Exams or Incompletes, re-weighting course requirements, or granting late withdrawals without academic penalty.

Academic accommodation shall be granted only where the documentation indicates that the onset, duration and severity of the illness are such that the student could not reasonably be expected to complete his/her academic responsibilities. (Note: it will not be sufficient to provide documentation indicating simply that the student "was seen for a medical reason" or "was ill.")

Whenever possible, students who require academic accommodation should provide notification and documentation in advance of due dates, examinations, etc. Students must follow up with their professors and their Academic Counselling office in a timely manner.

In the case of a final examination in the course, the student must arrange for a Special Examination or Incomplete through their Dean's office, for which you will be required to provide acceptable documentation.

If you feel that you have a medical or personal problem that is interfering with your work, you should contact your instructor and the Faculty Academic Counselling Office as soon as possible. Problems may then be documented and possible arrangements to assist you can be discussed at the time of occurrence rather than on a retroactive basis. In general, retroactive requests for grade revisions on medical or compassionate grounds will not be considered.

## **8.0 STUDENT RESPONSIBILITIES**

Material covered in lectures will not always be the same as material covered in the textbook. These two sources should be viewed as complimentary and not redundant. As such, students who want to do well in this course are strongly encouraged to attend lectures on a regular basis. Please note that the instructor will not be providing copies of lectures notes or overheads. Therefore, if you miss a lecture, you should try to obtain this material from another student.

In this class, some students may be unaware that their private discussions are distracting to other people. If you feel that students are distracting your attention from the material, then you should ask them to be quiet. If you feel uncomfortable doing this (or the problem persists), then please see the instructor. In addition, please avoid engaging in private discussions with other students during the lectures.

To avoid unnecessary distractions, please arrive to each class on time.

### **COURSE GRADE NOTES:**

Students are **REQUIRED TO COMPLETE ALL COMPONENTS** in the course. There are no exceptions to this. “Extra assignments” to improve grades will **NOT** be allowed. Grades will not be adjusted on the basis of need. It is important to monitor your performance in the course. Remember: You are responsible for your grades in this course.

## **9.0 SUPPORT SERVICES**

The Registrar’s office can be accessed for Student Support Services at  
<http://www.registrar.uwo.ca>

Student Support Services (including the services provided by the USC listed here) can be reached at: <http://westernusc.ca/services/>

Student Development Services can be reached at: <http://www.sdc.uwo.ca/>

Students who are in emotional/mental distress should refer to Mental Health@Western  
<http://www.uwo.ca/uwocom/mentalhealth/> for a complete list of options about how to obtain help.

## **10.0 OTHER ISSUES**

Short Absences.

If you miss a class due to minor illness or other problems, check your course outlines for information regarding attendance requirements and make sure you are not missing a test or exam. Cover any readings and arrange to borrow the missed lectures notes from a classmate.

### Extended Absences.

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. The Academic Counsellors can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

### Academic Concerns.

If you are in academic difficulty, it is strongly recommended that you see your academic counsellor.

## **11.0 OTHER INFORMATION**

- Bring student identification to exams.
- Nothing is to be on/at one's desk during an exam except a pencil, an eraser, and the individual's student card
- Do not wear baseball caps to exams
- Do not bring cassette/CD players, cell phones, beepers, etc. to exam