Introduction to Organizational Behavior (Business 260)
Paul J. Hill School of Business | University of Regina

Professor

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Office Hours: By appointment

Overview

This course is an introduction to the behavior of individuals and groups in organizations. Some specific topics that will be covered include personality and learning, motivation, group dynamics, leadership, decision-making, power, and stress/conflict. Throughout the course, a scientific, evidence-based, data-driven approach to understanding behavior in the workplace will be emphasized.

Resources


Alternative versions of the textbook are available at lower cost (e-textbook, rentals, used old editions etc.). The text is optional; if you come to class regularly, it will not be necessary (though it is certainly useful). Please note that other textbooks sometimes cover materially differently; you will be expected to know the material as it is taught in class and/or presented in the Johns & Saks text.

ONLINE RESOURCES: UR Courses will be extensively used for class updates, lecture outlines, supplementary materials, mark posting, and electronic submissions of assignments.

Evaluation

WRITTEN REFLECTIONS (4/5)

- Reflections are a written paragraph of strictly 200 words or less; going over will result in a penalty
- Apply a specific concept to understand a personal experience you or someone you know has had
- Reflections will be submitted on UR Courses in PDF format
- Due Sundays at midnight; late reflections will be not be marked under any circumstances
- A rubric with details on marking criteria is available on UR Courses
- Please note that an assignment without a reference will be assigned a grade of zero
- Your final reflection mark will be calculated from your best 4 of 5 reflections

GROUP PROJECT

- The group project deliverable is a 7-10 minute oral presentation to the class
- You will be responsible for signing up for a group using the link to Google Sheets on UR Courses
- Find a journal article from one of the following journals (published in 2010 or later): Administrative Science Quarterly, Academy of Management Journal, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, or Personnel Psychology
- Summarize the article. Some questions you might consider in your summary:
  - What was the core research question? What were the hypotheses and/or predictions?
  - What kind of research design was used? Consider sample, materials, and methods.
  - What were the key “take home” findings?
- Apply the findings of the article. How could the findings be used in an organizational context? What problem/issue/phenomenon in organizations does the research address?
TOPIC QUIZZES (11/12)
- A 20-item multiple choice quiz will be administered on UR Courses for each topic covered in class
- You will have 30 minutes to complete each quiz once you start it
- You can use your textbook and class notes to answer questions
- Each quiz is to be done independently
- When you complete the quizzes is up to you! However, they will be best used if they (a) are used to review material before relevant lectures, or (b) used after relevant lectures to consolidate information
- Quizzes must be completed before the last day of classes (JUN 21 @ midnight)
- Any quizzes not completed by the last day of classes will receive a zero
- Your final quiz mark will be calculated from your best 11 of 12 quizzes

FINAL EXAMINATION
- The take-home final exam will involve writing two 1000-word essays
- You will analyze two real-life organizations through the lens of organizational behavior
- Find two articles, each summarizing an issue in a single organization from a reputable newspaper or magazine
  - The first article must be on a positive situation in a single organization
  - The second article must be on a negative situation in a single organization
- For each article, analyze the organizational issue (one positive, one negative) using OB concepts
  - Summarize the situation. What did the organization do right (or wrong)?
  - What should the organization keep doing (or improve/fix/change)?
  - Each summary/analysis should be 1000 words (each approximately 4 pages double spaced)
- Remember organizations include governments, not-for-profits, clubs, and unions, among others!

RESEARCH PARTICIPATION
- Up to 2% bonus marks can be earned by participating in research studies in Business Administration
- Unfortunately, availability of these opportunities cannot be guaranteed
- Further information will be posted to UR Courses

FINAL GRADE CALCULATION
- Your final grade will be the highest calculated among the three relevant schemes
- Each scheme emphasizes different components (so you will be rewarded for what you are best at)

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<thead>
<tr>
<th></th>
<th>Writing</th>
<th>Quiz Heavy</th>
<th>Redemption</th>
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<tbody>
<tr>
<td>Reflections (4/5)</td>
<td>20%</td>
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<td>15%</td>
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<tr>
<td>Quizzes (11/12)</td>
<td>25%</td>
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<tr>
<td>Presentation</td>
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<tr>
<td>Final Exam</td>
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Class Protocol

CLASS PREPARATION
- Please note that this course is very language heavy in both teaching and evaluation!
  - Assignments are evaluated heavily based on effective writing skills
  - A large portion of the exam consists of written short answer questions
- Outlines of each unit will be posted on UR Courses at the beginning of the semester
- I follow the textbook closely; it is a well-written, excellent resource
- You will benefit strongly from reading the chapters assigned before or after class
GRADING
• All marks will be posted on UR Courses as quickly as possible (usually within 10 days)
• Reflections will be marked by a teaching assistant
• If you want more detailed or substantive feedback on your reflections, you must come and see me
• If you feel you have been marked unfairly on any reflections, I am willing to re-mark, but…
  o To ensure consistency, all of your reflections will be re-marked (random error dictates that mark adjustments will occur in both favorable and unfavorable directions!)

CONTACTING THE INSTRUCTOR
• I am always happy to meet with students! Please email to make an appointment
  o Unfortunately, I am very busy and cannot accommodate same-day requests for meetings
  o I usually require at least 2-3 days’ advance notice for a meeting (last minute doesn’t work!)
• I aim to respond to all student emails within 24 hours during the week
  o I do not (usually) respond to emails on evenings or weekends

MISSED EVALUATIONS
• There will be no make-up writing reflections
• There is built-in flexibility for the reflections: if you miss a reflection for any reason, it will count as the reflection not included in your final mark calculation
• All reflection submission links will be available from the beginning of the semester
• If you know you will be unable to complete a reflection near the due date, do it ahead of time!
• Please do not leave submissions to the last minute – if for whatever reason your submission is late (no matter how close to the deadline), it will not be marked

ACADEMIC INTEGRITY
• It is very important that the assessments you hand in are the product of your own work, and not work you did with anyone else (except the group project)
• Paraphrasing is required for all ideas that are not your own, and you a reference must be provided
• If you use a direct quote from an external source, you must provide a reference with a page number
• Plagiarism and improper referencing are serious academic offenses with grave consequences
• According to Faculty of Business Administration protocol, any plagiarized or non-referenced assignments will be given a grade of zero

SPECIAL NEEDS
• Students with special needs that might impact class performance should contact the Centre for Student Accessibility to organize accommodations
• For further information on policies and assistance programs available to students to guarantee equal access to education: http://www.uregina.ca/studserv/disability/servicesavailable.shtml
| Week 1      | Introduction to organizational behavior  
|            | Research in organizational behavior  
|            | [The scientific literature + intro to group presentations]  
|            | Values, attitudes, and work behavior  
|            | REFLECTION 1 DUE (MAY 14)  
|            | (Values/attitudes/work behavior)  
| Week 2     | Personality  
|            | Learning  
|            | Perception and attribution I, II  
|            | REFLECTION 2 DUE (MAY 21)  
|            | (Personality OR Learning OR Perception)  
| Week 3     | MAY 2-4 WEEKEND  
|            | (VICTORIA DAY)  
|            | Motivation in theory  
|            | Motivation in practice  
|            | REFLECTION 3 DUE (MAY 28)  
|            | (Motivation in theory/practice)  
| Week 4     | BREAK WEEK  
| Week 5     | Group dynamics and teams  
|            | Social influence, socialization, and culture  
|            | Decision-making I, II  
|            | REFLECTION 4 DUE (JUN 11)  
|            | (Groups OR Social influence OR Decision-making)  
| Week 6     | Leadership  
|            | Conflict and stress  
|            | Power, politics, and ethics I, II  
|            | REFLECTION 5 DUE (JUN 18)  
|            | (Leadership OR Conflict/stress OR Power/politics/ethics)  
| Week 7     | [Group presentations I]  
|            | [Group presentations II]  
|            | FINAL EXAM (TAKE HOME): Due JUNE 28 @ midnight on UR COURSES |