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

**Professor**
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Faculty of Business Administration  
**E-mail:** mishrs@gmail.com  
**Office Hours:** Wednesdays 6-7p

**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 (9/10)**
Each writing reflection is a written paragraph of 250 words (including all text – citations, your name, the course section, etc.) where you apply a specific concept from the course to understanding either (a) an experience you or someone you know has had, or (b) a current event. These reflections will facilitate both application of course material to your own experience and the world around you, as well as development of clear, concise writing skills. Reflections must be submitted directly through the TurnItIn portal (where you will type in, or copy and paste your submission directly into a textbox online). Late reflections will not be marked. A detailed outline and rubric with details on marking criteria is available on UR Courses. All reflections will be marked by a teaching assistant, and you will receive a grade online. If you would like feedback, you must email me directly, or come by during office hours. This way I can provide detailed, personalized feedback and guidance so your writing performance can improve through the course. Your final reflections grade will consist of the average of your best 9 of 10 reflections.

**TOPIC QUIZZES (11/12)**
A 20-item multiple-choice quiz will be administered on UR Courses for each topic covered in the class (excluding Introduction to OB). The quizzes will keep you up-to-date on the course material through the semester. You will have 30 minutes to complete each quiz. Quizzes are due on the last day of classes – you can complete them at any time during the semester. However, they will be most useful to you if completed right after class (and before your reflections are due) so you can consolidate information. You can use your textbook and class notes to answer questions. Each quiz is to be done independently. Your final quiz grade will consist of the average of your best 11 of 12 quiz scores.
GROUP PROJECT
The group project deliverable is a 10-15 minute oral presentation to the class. For this assignment, you will summarize, interpret, and apply the findings of a scientific journal article to understanding organizational behavior more generally. Your presentation mark will be determined by the instructor (75%), and by the class (25%). If you have had issues with fair contributions in your group, you can opt into a peer evaluation (and social loafers will be punished accordingly!).

(TAKE-HOME) FINAL EXAMINATION
The final exam involves writing two 1200-word essays (inclusive of all text + references). Your two final essays will be submitted directly through Turnitin (where you will type in, or copy and paste your submission directly into a textbox online). You will analyze two “real life” organizations through the lens of organizational behavior. Specifically, you will find newspaper or magazine articles summarizing OB-related issues in (1) an organization doing something well, and (2) an organization doing something poorly. For each essay, you will analyze the organization using OB concepts. 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 the Faculty of Business Administration. Unfortunately, availability of these opportunities cannot be guaranteed. Further information on research participation opportunities will be posted to UR Courses.

FINAL GRADE CALCULATION
Your final grade will be calculated using each of the four following marking schemes – whichever is highest will be your final grade. This way you are rewarded for what you are best at.

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<tr>
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<th>Scheme 1</th>
<th>Scheme 2</th>
<th>Scheme 3</th>
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<tbody>
<tr>
<td>Reflections (9/10)</td>
<td>30%</td>
<td>25%</td>
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<tr>
<td>Quizzes (11/12)</td>
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<tr>
<td>Presentation</td>
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<td>Final Exam</td>
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Class Protocol

CLASS PREPARATION
This course is very language heavy – you will be submitting multiple written assignments (10 reflections, 2 final essays). If you struggle with writing, you will have difficulties (although you will have plenty of opportunity to improve). Lecture slides will not be provided verbatim to students. Instead, “outline slides” will be provided – these slides will have important terms and structure, but limited detailed content. It will be up to you to come to class to “fill in the blanks” (or, use the textbook to do the same). The material covered in class follows the textbook closely, so you should be able to follow along easily.

GRADING
Marks will be posted on UR Courses as quickly as possible. If you want more detailed feedback on any specific reflection, please make sure to email me directly or come by during office hours. If you feel you have been marked unfairly on any reflections, I am willing to re-mark, but subject to three key conditions. First, I will only entertain grade changes at the end of the semester, not during. Second, you will need to provide a detailed written rationale of why you feel you were marked unfairly. Third, to ensure consistency, all your reflections will be re-marked. Random error dictates that mark adjustments will occur in both favorable and unfavorable directions (and these things usually balance out!).
CONTACTING THE INSTRUCTOR
I am always happy to meet with students! Please come and visit during office hours. I also am happy to respond to email questions regarding the content or the evaluations. I usually response to student emails within 24 hours during the week. However, please note that I do not (usually) respond to emails on evenings or weekends.

MISSED EVALUATIONS
Because of the built-in flexibility of the evaluations (i.e., your grades are calculated from your best 9 of 10 reflections, and best 11 of 12 quizzes), there will be no make-up evaluations under any circumstances. If you miss a submission for any reason, it will count as the evaluation not included in your final grade. Please note that all submission links will be available from the beginning of the semester – if you know you will be busy or unable to submit an assignment due to extenuating circumstances, please make sure to submit ahead of the deadline!

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, of course). Paraphrasing is required for all ideas that are not your own, and a reference must always be provided in these circumstances. If you use a direct quote from an external source, you must provide a reference with a page number! Please remember that 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; subsequent misconduct violations will be referred to the Associate Dean for advanced discipline.

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 (Sept 6) | Introduction to organizational behavior  
Research in organizational behavior |
|----------------|--------------------------------------------------------------------------------|
| Week 2 (Sept 13) | Values, attitudes, and work behavior  
[How to find and read journal articles] |
| Week 3 (Sept 20) | Personality  
[Documentary: The Science of Personality]  
REFLECTION 1 DUE (SEPT 20)  
(Values/attitudes/work behavior) |
| Week 4 (Sept 27) | Learning  
[Intro to group presentations]  
REFLECTION 2 DUE (SEPT 27)  
(Personality) |
| Week 5 (Oct 4) | Perception and attribution  
REFLECTION 3 DUE (OCT 4)  
(Learning) |
| Week 6 (Oct 11) | Motivation in theory and practice  
REFLECTION 4 DUE (OCT 11)  
(Perception and attribution) |
| Week 7 (Oct 18) | Group dynamics and teams  
REFLECTION 5 DUE (OCT 18)  
(Motivation in theory/practice) |
| Week 8 (Oct 25) | Decision-making  
REFLECTION 6 DUE (OCT 25)  
(Group dynamics and teams) |
| Week 9 (Nov 1) | Leadership  
Conflict and stress  
REFLECTION 7 DUE (NOV 1)  
(Decision-making) |
| Week 10 (Nov 8) | Power, politics, and ethics  
REFLECTION 8 DUE (NOV 8)  
(Leadership OR Conflict/stress) |
| Week 11 (Nov 15) | Social influence, socialization, and culture  
[Work on group projects]  
REFLECTION 9 DUE (NOV 15)  
(Power, politics, ethics) |
| Week 12 (Nov 22) | [Group presentations I]  
REFLECTION 10 DUE (NOV 22)  
(Social influence/culture) |
| Week 13 (Nov 29) | [Group presentations II] |

**FINAL EXAM (TAKE HOME):** Due DECEMBER 13 @ midnight on UR COURSES