Introduction to Organizational Behaviour
Faculty of Business Administration | University of Regina
BUS 260-002/032 | Tuesday & Thursday 2:30 – 3:45 p.m. ED 191

INSTRUCTOR
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Office Hours: TBD

OVERVIEW
This course introduces various concepts and tools that will assist you to understand individual and group behaviour, the structure and design of organizations, and how to improve organizational effectiveness. Topics include: roles of the manager, goals, environment, structure/design, motivation, leadership, individual and group decision-making, team dynamics, and conflict.

LEARNING OUTCOMES & OVERALL OBJECTIVES
- Introduce the fundamental concepts and theories of Organizational Behaviour (OB) important to the effectiveness of organizations.
- Provide an introduction to the content knowledge of OB as a basis for further learning and application.
- Enable you to identify the ways in which various OB theories can be used to assist organizations, teams, and individuals enhance their effectiveness.
- Enhance your teamwork skills through group exercises and in-class engagement.

RESOURCES:

(2) Links and/or references will be provided for all other readings/videos.

It is not necessary to purchase a print edition of the textbook. The e-book (includes CONNECT) is a lower cost option than the print + CONNECT version. CONNECT is required for completion of interactive assessed material.
EVALUATION

1. INTERACTIVE ASSIGNMENTS & MINI-SIMULATIONS (CONNECT)
   - There are 9 Homework Assignments @ 3 marks each (27 marks). These are timed & graded assignments (45 minutes/1 attempt) and consist of interactive exercises and Multiple Choice and/or True/False questions. There are also 5 Mini-Simulations @ 1 mark each (5 marks). Mini-Simulations grades are assigned for evidence of demonstrated engagement.
   - Due dates and time frames for completion are provided in the Class Schedule. No late submissions will be accepted.

2. MID-TERM EXAM
   - The format for the Mid-Term Exam will be discussed in class.
   - If you miss the Mid-Term Exam for any reason the marks will be allocated to the comprehensive Final Exam. No alternate or re-scheduled Mid-Term Exam will be provided.

3. FINAL EXAM
   - Based on the readings in the textbook, assigned readings, videos, exercises, and/or discussions. The comprehensive final exam will cover Chapters 1-15. Format for the final exam will be provided later in the semester.

EVALUATION

<table>
<thead>
<tr>
<th>Interactive Assignments &amp; Mini-Simulations</th>
<th>32%</th>
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<tbody>
<tr>
<td>Mid-Term Exam</td>
<td>28%</td>
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<tr>
<td>Final Exam</td>
<td>40%</td>
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<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
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PREPARATION & INSTRUCTIONAL METHODS

- This course is language heavy from both a teaching and assessment perspective.
- I follow the textbook closely; it serves as a helpful resource.
- You will benefit significantly from reading the assigned chapter before class.
- If you miss a class, it is up to you to get notes, assigned activities, etc. from another participant in the class.
RESEARCH PARTICIPATION

- Up to 2% bonus marks can be earned by participating in research studies in the Faculty of Business Administration, however, availability of these opportunities cannot be guaranteed.

SPECIAL NEEDS

Any student with a disability, injury, or illness who feels they may need academic accommodation should discuss this with me after contacting the Centre for Student Accessibility, located in Riddell Centre 251, phone 306.585.4631, email accessibility@uregina.ca

ACADEMIC INTEGRITY

1. Work that you submit for individual grading must be your own individual work, and not work you did with anyone else. CONNECT Assignments are individual assignments and must be completed independently from anyone else.

2. Note University Calendar (Sect. 10.5.4): “Students enrolled in Business courses at the University of Regina are expected to adhere rigorously to principles of intellectual integrity. Plagiarism is a form of intellectual dishonesty in which another person’s work is presented as one’s own. Plagiarism or cheating on examinations/assignments is a serious offence that may result in a zero grade on an assignment, a failing grade in a course, or expulsion from the University.”
<table>
<thead>
<tr>
<th>DATE</th>
<th>TOPIC</th>
<th>Chapter</th>
<th>Assignment Details</th>
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<tbody>
<tr>
<td>Sept 5 &amp; 10</td>
<td>Introduction to Organizational Behaviour</td>
<td>Chapter 1</td>
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<tr>
<td>Sept 12</td>
<td>Individual Behaviour, Personality &amp; Values</td>
<td>Chapter 2</td>
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<tr>
<td>Sept 17 &amp; 19</td>
<td>Perceiving Ourselves and Others in Organizations</td>
<td>Chapter 3</td>
<td>Homework Assignment (Sept 14-20)</td>
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<td>Sept 24</td>
<td>Workplace Emotions, Attitudes, &amp; Stress</td>
<td>Chapter 4</td>
<td>Homework Assignment (Sept 20-26)</td>
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<tr>
<td>Sept 26 &amp; Oct 1</td>
<td>Foundations of Employee Motivation</td>
<td>Chapter 5</td>
<td>Homework Assignment + Mini-Simulation (Sept 26-Oct 2)</td>
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<tr>
<td>Oct 3 &amp; 8</td>
<td>Applied Performance Practices</td>
<td>Chapter 6</td>
<td>Homework Assignment + Mini-Simulation (Oct 3-9)</td>
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<tr>
<td>Oct 10 &amp; 15</td>
<td>Decision Making &amp; Creativity</td>
<td>Chapter 7</td>
<td>Homework Assignment + Mini-Simulation (Oct 10-16)</td>
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<td>Oct 17 &amp; 22</td>
<td>Team Dynamics</td>
<td>Chapter 8</td>
<td>Homework Assignment (Oct 17-23)</td>
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<td>Oct 24</td>
<td><strong>Mid-Term Exam (CH 1 – 8)</strong></td>
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<td>Oct 29 &amp; 31</td>
<td>Communicating in Organizations</td>
<td>Chapter 9</td>
<td>Homework Assignment + Mini-Simulation (Oct 29-Nov 4)</td>
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<td>Nov 5</td>
<td>Power &amp; Influence in the Workplace</td>
<td>Chapter 10</td>
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<td>Nov 6 – 8</td>
<td><strong>Fall Break Week</strong></td>
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<td>Nov 11</td>
<td><strong>Remembrance Day (No Class Today)</strong></td>
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<td>Nov 12</td>
<td>Power &amp; Influence in the Workplace (cont'd)</td>
<td>Chapter 10</td>
<td>Homework Assignment + Mini-Simulation (Nov 12-18)</td>
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<td>Nov 14</td>
<td>Conflict &amp; Negotiation in the Workplace</td>
<td>Chapter 11</td>
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<td>Nov 19 &amp; 21</td>
<td>Leadership in Organizational Settings</td>
<td>Chapter 12</td>
<td>Homework Assignment (Nov 19-25)</td>
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<td>Nov 26</td>
<td>Designing Organizational Structures</td>
<td>Chapter 13</td>
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<td>Nov 28</td>
<td>Organizational Culture</td>
<td>Chapter 14</td>
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<td>Dec 3 &amp; 5</td>
<td>Organizational Change &amp; Wrap-Up</td>
<td>Chapter 15</td>
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<td>Dec 12</td>
<td><strong>Final Examination (2 hours)</strong></td>
<td>9:00 – 11:00 a.m.</td>
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Feeling Stressed? Always worried?

Some stress is normal when you’re going to university but 1 in 5 students will suffer from enough distress that they would benefit from counselling.

What can I do?

The U of R offers several counselling services free of charge for students at the U of R. These sessions are confidential and easy to access for students – simply go to the second floor of Riddell, Room 281 to make an appointment.

When should you go?

Knowing when to schedule an appointment can be tough. Some common issues you might need help with include test anxiety, if you’ve experienced a trauma like losing a family member or a close friend, or if you’ve recently ended a relationship.

If the feelings you’re experiencing are more intense and severe counselling services can also provide urgent service within 3 days and referrals as needed.

What options are available for me?

**Personal Counselling** – This is a great option if you’d like one on one attention for things like anxiety and panic, relationship conflict, depression, grief and loss, academic issues, body image and substance abuse.

Up to 5 sessions are free per semester. Try it – talking about your problems can be more helpful than you might think!

**Group Counselling** – Simply put, you’re not alone. Many students are experiencing the same things as you. The U of R offers a wide variety of group counselling opportunities that can help teach many skills for managing your mental health, including: Meditation and relaxation, Healthy relationships, Stress Management and Self-Care.

But I can’t afford counselling...

Seeking counselling doesn’t have to be cost prohibitive. Many students can benefit from the 5 free sessions offered by the University as a benefit of being a student.

If you need more sessions make sure you contact URSU and visit [www.iHaveAPlan.ca](http://www.iHaveAPlan.ca). Many expenses that are related to mental health, including going to a psychologist, are partially covered by your Student Health and Dental Plan!

What else can I do?

Self-care - taking better care of yourself, can help you out. Eating better, working out, smoking and drinking less and balancing school with fun can all help with mental health!

Have a problem but don’t know how to fix it?

**URSU’s Student Advocate can help you free of charge!**

- Academic Appeals  
- Disciplinary Appeals  
- Student Loan Appeals  
- E-mail [advocate@ursu.ca](mailto:advocate@ursu.ca) to schedule an appointment today!

- Emergency Bursaries  
- Notary Public  
- Rentalsman Appeals