

UNIVERSITY OF REGINA

MBA 701-001

Foundations of Organizational Behaviour

Winter 2021

4:00 pm – 6:45 pm

January 13th, 20th, 27th; February 3rd, 10th, 24th

Professor: Allison Goldman
Office: Sessional Office, Floor 5, Education Building
E-mail: UR Courses email or Allison.Goldman@uregina.ca
Office Hours: Feel free to make an appointment for a time that suits your schedule, or you can reach me by email or telephone (mobile – 1-310-880-9023). We can meet by phone or Zoom.

TEXTBOOK:

- Bohn, Jim. (2019) If Your Water Cooler Could Talk...Organizational Engagement: Getting Beyond Employee Engagement. *ProAxios Publications*.
 - Textbook has been self-published and is available only on Amazon - <https://www.amazon.ca/your-water-cooler-could-talk/dp/1701789876>
 - I strongly suggest buying the \$3.98 digital copy which can be read through the Kindle app on any device including your computer (Mac or PC).

ADDITIONAL COURSE & CASE MATERIAL:

- A course pack link on UR Courses (chapter readings + simulation activity + case studies will be used for discussion, midterm quiz, and assignments)

GENERAL REQUIRED RESOURCES:

- Access to a computer
- Internet access
- Microsoft Word (free for students)

MIDTERM QUIZ REQUIRED RESOURCES (PROCTORTRACK WILL BE USED FOR THE MIDTERM QUIZ):

- Computer with Windows operating system version 7 or higher OR MacOS version 10.10.5 Yosemite or higher
- Minimum 4GB RAM
- Web browser Mozilla Firefox v20.0 or higher or Google Chrome v25.0 or higher
- JavaScript enabled and Third Party Cookies enabled
- Webcam with camera resolution 800x600 or better.
- Internet connection with minimum 300kbps download, 250kbps upload.

COURSE DESCRIPTION:

This course is an introduction to the basic concepts and foundational topics of organizational behavior (OB) and management. As a half credit course, the topics of focus will include organizational culture, employee motivation, teamwork, communication, globalization, organizational politics and ethics, and the future of the virtual workplace. Each topic will be tied back to organizational engagement, a key contributing factor to the overarching goal of organization success.

This course should offer a human side of management perspective to compliment other courses in your program. Although we will be focusing on business organizations, course concepts can be applied to any other type of organization such as sports teams, non-profits, social clubs, and political organizations.

LEARNING OBJECTIVES:

This course is designed to achieve three main objectives:

- Increase your knowledge of organizational behavior and ability to understand and analyze how organizations and employees work both in Canada and globally.
- Offer opportunities to apply organizational behavior concepts to real-world problems faced by managers and be able to predict and understand current and emerging issues within the field.
- Assist in developing your managerial potential by practicing how to diagnose problems, how to communicate clearly, how to motivate and influence others, how to manage in diverse and cross-cultural situations, and how to drive organizational change.

COURSE EXPECTATIONS:

- This course will consist of a combination of lectures, discussions, case discussions, videos, and group work. Your presence and active participation will make a significant difference to the dynamics of the class and the degree of learning that occurs. Therefore, you are expected to positively contribute each week to the online classroom.

- Students are expected to prepare in advance for each week to be able to effectively participate in class and forum discussions. This includes reading the material that will be discussed each week prior to that week.
- In this course, you will be encouraged and expected to engage in critical thinking. This will apply to class discussions, assigned readings, and assignments. Critical thinking involves being thoughtful, asking questions, and not taking things you read or are told at face value. As it relates to this course, critical thinking will require researching, understanding different viewpoints, and challenging underlying assumptions and beliefs. Through thinking critically, we are able to develop an appreciation for difference, ambiguity, and contradiction.

WRITING RESOURCES:

The University of Regina's Writing Clinic provides consultation for students in all disciplines and at all year levels. For further information, contact the clinic at 585-4076 or Room 230, Dr. William Riddell Centre. You can also visit the clinic at <http://www.uregina.ca/sdc>. The quality of your written expression will affect your grades!

ACADEMIC MISCONDUCT:

You are encouraged to interact with and learn from other students in this class. However, you are expected to behave with integrity and this includes adhering to the section on Student Behavior found in the Academic Calendar. Ask me in advance if you have any questions about misconduct.

GRADING:

Component	Percentage
Attendance & Participation	15
Midterm Quiz (February 3 rd)	15
Simulation Reflection	20
Group Research Presentation	20
Individual Take-Home Final	30
Total	100

ASSIGNMENTS, READINGS, & EXERCISES:

You will be working primarily from the readings and course pack listed above and through additional materials available online. Concepts and how they apply in organizations may appear simple on the surface, but typically they are more subtle, complex and difficult to apply. To understand the material covered in this course and do well in the assignments, it is crucial that you read the assigned material before the beginning of each week of the class so

that you can contribute thoughtfully to the class discussions and exercises.

ATTENDANCE & PARTICIPATION (15%):

Students must attend class via Zoom and be engaged in class. High levels of participation include such things as active involvement in class discussions, drawing others into discussions, demonstration of critical thinking (e.g., constructively criticizing material discussed in class), and bringing in outside materials from news sources/current events and personal experiences/observations.

The following guide will be used in assessing participation grades:

1. Did you attend the Zoom session? Did you arrive on time? Were you in class/Zoom for the entire session. These two components are at least 50% of your daily participation grade.
2. Do you seem prepared for the lecture in terms of being able to ask relevant questions and synthesize the readings you were asked to complete in the comments you make in class?
3. When you contribute in class, are your comments original and do they add value to the conversation? Are they relevant to the class discussion? Do they further the understanding of the topic for you and your classmates? Does the student contribute only when they have value to add to the conversation or do they speak every chance they get?

MIDTERM QUIZ (15%):

The midterm quiz will assess your knowledge of all topics covered leading up to the midterm (lectures and readings for classes one, two, and three). The midterm quiz will take place in class on **February 3rd** and will be comprised of multiple choice questions. ProctorTrack will be used. All material from the course book, readings, and lectures are testable.

SIMULATION REFLECTION (20%):

In groups of five students, you will be asked to complete a simulation activity during class four (**February 3rd**) which will tap into the knowledge you've acquired in this course. While you will complete the simulation as a team, you will be asked to submit an individual reflection on the simulation due **February 10th**. Guidance on structure and a grading rubric will be provided to you in class with supporting materials posted to UR Courses.

GROUP RESEARCH PRESENTATION (20%):

To wrap-up the course, you will develop a group presentation and deliver your presentation in class on February 24th. Guidance on topics, structure, and a grading rubric will be provided to you in class with supporting materials posted to UR Courses.

INDIVIDUAL TAKE HOME FINAL (30%):

You will be given a take home final assignment to complete and submit by March 7th.

Instructions and further details will be provided in class.

COURSE MANAGEMENT:

The course homepage is available at <http://www.uregina.ca/urcourses/>. Lecture slides, announcements, assignments and all other related material will be posted on the course web page. Check the website regularly.

TENTATIVE SCHEDULE:

The course schedule is tentative with assignments, anticipated due dates and exam dates. Please check our class UR Courses site for updates. (This schedule is subject to change according to the needs and interests of the class or emerging organizational behavior issues.)

Class #	Date	Lecture Topic + Required Readings
1	Wednesday, January 13	<p><i>Topic: Introduction to Organizational Behavior & Culture</i> Readings: If Your Water Cooler Could Talk - Chapters 1, 2, & 3 Article - What is Organizational Behaviour? - http://www.css.edu/the-sentinel-blog/what-is-organizational-behavior-learn-more-about-the-human-side-of-business.html Article – What is Organizational Culture? Any Why Should We Care? - https://hbr.org/2013/05/what-is-organizational-culture (File also posted to UR Courses)</p>
2	Wednesday, January 20	<p><i>Topics: Employee Motivation & Teamwork in the Workplace</i> Readings: If Your Water Cooler Could Talk - Chapters 4, 5,6,7,8 Chapter – The Dynamics of Inner Work Life (Located in Course Pack) Article – Teamwork in the Workplace - https://opentextbc.ca/organizationalbehavioropenstax/chapter/teamwork-in-the-workplace/#ch15rfin-2 Article – Eight Ways to Build Collaborative Teams - https://hbr.org/2007/11/eight-ways-to-build-collaborative-teams (File also posted to UR Courses)</p>
3	Wednesday, January 27	<p><i>Topics: Communication & The Global Organization</i> Readings: If Your Water Cooler Could Talk - Chapters 9,10,11,12 Chapter – The Dynamics of Inner Work Life (Located in Course Pack) Article – 11 Reasons Why Business Communications is Crucial for Company’s Success - https://blog.smarp.com/11-reasons-why-business-communication-is-crucial-for-companys-success Chapter – Living and Working in the Global Village (Located in Course Pack)</p>
4	Wednesday, February 3	<p><i>Topics: Putting It All Together</i> Midterm Quiz – 60 Minutes Global Collaboration Simulation: Tip of the Iceberg – 60 Minutes Simulation Debrief Readings: If Your Water Cooler Could Talk - Chapters 13,14,15</p>

		<p>Pre-Simulation Instructions</p> <p>Article – Collaborating Well In Global Teams - https://hbr.org/2015/07/collaborating-well-in-large-global-teams (File also posted to UR Courses)</p>
5	Wednesday, February 10	<p><i>Topics: Organization Politics, Ethics, and the Future of the Virtual Workplace</i></p> <p>Readings: Case as assigned in class</p> <p>Article – The 4 Types of Organizational Politics - https://hbr.org/2017/04/the-4-types-of-organizational-politics (File also posted to UR Courses)</p> <p>Article – How Organizations Influence Ethical Conduct - https://opentextbc.ca/businessopenstax/chapter/how-organizations-influence-ethical-conduct/#rfin-ch02_4</p> <p>Article – Our Work From Anywhere Future – https://hbr.org/2020/11/our-work-from-anywhere-future (File also posted to UR Courses)</p>
6	Wednesday, February 17	Reading Week (no class or readings)
7	Wednesday, February 24	Group Presentations + Course Wrap-up