

## **Managing People in Organizations Fall 2022**

### **COURSE OUTLINE**

Class Time: **Mondays 7:00pm – 9:45pm (Regina SK, UTC-6)**  
Classroom: ED 514  
Instructor: **Adrian H. Pitariu**  
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Cell phone: 306-999-0304  
Course website: <http://www.uregina.ca/urcourses>

#### **Office Hours:**

Feel free to make an appointment for a time that suits your schedule, or you can reach me by email (**PLEASE USE URCOURSES FOR E-MAIL!**) or cell phone text.

#### **Special Needs:**

If there is any student in this course who, because of a disability, may have a need for accommodations, please come and discuss this with the professor, as well as contacting the Coordinator of Special Needs Services at 585-4631.

#### **Course Textbooks:**

1. Casebook – link and instructions will be communicated on URCourses
2. Links for a set of readings will be posted on URCourses

#### **Course Objectives:**

This course is concerned with developing knowledge and skill in intrapersonal, interpersonal, group, and organizational level processes in work settings. The course employs lectures, cases, and exercises to further the managerial effectiveness of class participants. The overarching goal of this course is to prepare students with a way of thinking that increases their ability to understand and implement decisions about people in an organizational context.

#### **Course Topics:**

- Motivation
- Turnover and Satisfaction
- Team Dynamics
- Leadership
- Performance Management
- Organizational Processes
- Culture

## Course Format

The course will consist of the following components:

- *Assigned readings* - All students are expected to have read all assigned readings for each session.
- *Lectures* – designed to clarify and augment assigned readings.
- *In-class cases & discussions* – will provide students with the opportunity to explore and apply course content more directly and deeply.
- *Written Assignments* – three assignments will provide participants with opportunities to experience managerial/leadership situations and to get a deeper understanding of a topic of interest.

It is expected that students will attend all class sessions.

## Evaluation

The weighting of the inputs for course grading is:

<i>Assignments</i>	<i>Worth</i>	<i>Due Date</i>
Individual write-ups (2)	20%	TBD
Group assignment	25%	TBD
Final Exam	35%	TBD
Reflection Paper	10%	TBD
Participation	10%	
<b>TOTAL:</b>	<b>100%</b>	

The individual assignments are to be completed independently. Late assignments will be penalized at a rate of 4% for each hour of lateness. If you miss an assignment deadline due to a legitimate emergency and do not wish to be penalized, proper documentation will be required.

Students should consult the University Calendar for information on appeals, withdrawal dates, plagiarism, cheating, and academic and non-academic misconduct. Students are expected to abide by these regulations of the University of Regina.

### Final Exam:

The final exam will be covering materials from readings and lectures for the entire semester. The format of the exam is essay and short answer questions.

**The final exam grade must exceed passing grade level (i.e., 70%) for a student to pass the class.**

### Participation:

Full participation is expected from every student.

Excellent participation = Present at all class meetings. Always well prepared. Consistently contributes meaningfully and enthusiastically to group and class discussions. Actively listens to others and provides constructive comments.

Should a student miss more than 3 classes he/she will incur a 10% penalty on the final grade and likely may not be allowed to write the final exam. If a student misses half or more classes, then the student automatically fails the class.

### **Individual Assignments**

Over the course of the semester there are two such individual assignments. Formatting requirements for these assignments are Times New Roman, 12 pt. font, 1" margins – **do not exceed 750 words in length!**

More information will be posted on URCourses.

### **Group Assignment**

You will be assigned to a group by the instructor. Groups will be posted on URCourses.

Your group will be given the task to analyze a relevant management problem and write a report with your solution to the case problem(s). **You will have 72 hours to read the case, think through and write the report and submit it.** For this assignment there will be peer evaluations and your individual grade will be adjusted based on these assessments.

Formatting requirements for this assignment are Times New Roman, 12 pt. font, 1"

This assignment will be worth 25% of your course grade.

More information will be posted on URCourses.

### **Reflection Paper**

1 paper – 1,200 words, 3 references

A thoughtful reflection incorporating two major concepts studied in this class. Your reflection will need to address 2-3 takeaways as well as elements of anticipated obstacles and possible solutions related to applying these concepts in an organization (preferably at your own workplace – past or present). Papers will be graded based on depth of reflection, completeness, grammar & spelling, and formatting. Formatting requirements for this assignment are Times New Roman, 12 pt. font, 1" margins – **do not exceed 1200 words in length!**

This assignment will be worth 10% of the grade.

## **ACADEMIC INTEGRITY**

- Plagiarism and not submitting your own work are serious academic offenses with grave consequences, ranging from a mark of zero to university expulsion.
- It is critical that the assignments that you submit for grading are the product of your own work, and not work you did with anyone else (except for group assignment!).
- References with page numbers are required for direct quotes.
- Paraphrasing is required for all ideas that are not your own, and you must provide a proper reference.
- All submissions will be checked for plagiarism with Turnitin.

**Draft\* TENTATIVE CLASS SCHEDULE**

	<b>Topics</b>	<b>READINGS</b>
<b>Foundations</b>		
	Intro & Course setup What is Organizational Behavior?	
	The Case for an Evidence-Based Approach in Management	
	Job Performance & Job Attitudes	
	Motivation	
	Engagement, Work-Family Balance, & Stress	
<b>Leading People</b>		
	Leadership	
	Leadership (cont'd)	
<b>Leading Teams</b>		
	Groups & Teams	
	Group Dynamics	
	Team Decision Making	
<b>Leading Organizations</b>		
	Culture	
	Leading Organizations Through Crises	

**Note: This schedule is subject to revisions – The final and complete version will be posted on URCourses.**