

BUSI 2101 A
Introduction to Organizational Behaviour
Fall 2015
Course Outline

CLASS TIME:	Plenary: Monday 2:35 pm – 3:55 pm Interactive Class: (CONFIRM IN INTERACTIVE)
CLASSROOM	Plenary: 2220 River Building Interactive Class: (CONFIRM IN INTERACTIVE)
Interactive Instructors:	(CONFIRM IN INTERACTIVE) (CONFIRM IN INTERACTIVE)
OFFICE:	1110 DT
OFFICE HOURS:	(CONFIRM IN INTERACTIVE) or by appointment
COURSE WEB PAGE:	CuLearn at https://culearn.carleton.ca
E-MAIL:	Messaging function on CuLearn

COURSE COORDINATORS: Robert Smart & Harry Chhina

ADDITIONAL SUPPORT: The Academic Writing Centre at www.carleton.ca/wts/

COURSE PREREQUISITES

Prerequisite(s): second-year standing in BCom.

Completion of this course precludes additional credit for BUSI 2121, 2702 and BUSI 3602. Lectures one and a half hours and interactive discussion one and a half hours a week.

The School of Business enforces all prerequisites.

Note: This course is a prerequisite to

1. BUSI 3102 (with a grade of D- or higher)
2. BUSI 3103 (with a grade of D- or higher)
3. BUSI 4609 (with a grade of D- or higher)
- 4. BUSI 4111 (with a grade of B- or higher)**
5. BUSI 4112 (with a grade of C- or higher)
6. BUSI 4602 (with a grade of C- or higher)
7. BUSI 3100 (with a grade of C or higher)
8. BUSI 3105 (with a grade of C or higher)
9. BUSI 3703 (with a grade of C or higher)
10. BUSI 3704 (with a grade of C or higher)
11. BUSI 3104 (with a grade of C or higher)

COURSE DESCRIPTION

Models of individual and small group behaviour in organizations. Topics include motivation, communication, job design, leadership and group dynamics to provide systematic explanations of employee and managerial behaviour in organizations.

TEXT

The following text is required: Osland, J. et al. Organizational Behavior: An Experiential Approach (Eighth edition). Upper Saddle River, NJ: Pearson. ISBN 0-13-144151-5.

Please note that without the text, you will have difficulty with the exams. Your first impression may be that the course content is “common sense”, but don’t fall into this trap. You will need to know the theories and concepts behind it.

LEARNING OUTCOMES

Following the successful completion of the course, you should be able to:

1. Recognize, define, and discuss the terminology, concepts, basic principles, analytic techniques, and theoretical underpinnings of human behaviour in organizations.
2. Explain how behavioral science research can be applied to specific business situations.
3. Describe how organizations use OB theory in practice and the impact of these strategies at the individual, group and organizational level.
4. Use your understanding of OB to appraise your own behavior in organizational settings.
5. Apply your knowledge in real-life business situations using the appropriate terminology, concepts, basic principles, analytic techniques, and theoretical underpinnings of OB.

CLASS FORMAT

This course meets two times per week. The instructional method requires a high level of student participation.

The first session (Monday mornings) is a “large format” or “plenary” session including all students registered in BUSI 2101. Each of these sessions will be conducted by a different professor from the Sprott School of Business. It is very important to attend the plenary, as the material covered will not correspond exactly to the text or interactive sessions, and you will be responsible for the material at exam time. Slides, when appropriate, will be posted after the plenaries.

The second session is an “interactive” in which you will meet with a smaller group of your peers. These sessions are led and conducted by Interactive Teachers in the Training & Development program. These instructors are your “go-to” people throughout the term if you have any questions or issues. They are here to help you in any way they can. If you wish to communicate with them through email, you should do so with the messaging function on CULearn.

EVALUATION

1.	Personal Reflection Paper	10%
2.	In-Class Quizzes	10%
3.	Midterm Test	20%
4.	Movie/Series Analysis	15%
5.	Contribution to Interactive Sessions	15%
6.	Final Exam	30%
Total		100%

1. Personal Reflection Paper

This is written individual assignment worth 10% of your course grade. The paper will be 5 pages or less (typed, double-spaced). Details about the paper will be given in class.

2. In-class Quizzes

In each interactive session you will be given a short set of questions related to the Monday lecture to assess your understanding of the material. 1% per week, with low score dropped for a total of 10%.

3. Mid-Term Test

The mid-term test will be held in regularly scheduled course time, during the Monday session on **November 2nd at 2:35 pm**. You must be present to write this test. The test will cover all material covered in the text, lectures, in-class discussions and slide presentations, through Week 6. The test will consist of a combination of essay and multiple-choice questions. Be aware that this is NOT a predominantly multiple-choice exam, and will require that you know the concepts *and* be able to provide examples to illustrate your understanding. This may be the first time you will write this kind of exam, so pay particular attention to the format, and be sure to attend the exam review sessions conducted by your interactive teachers.

4. Movie/Series Analysis

An OB-based Analysis of a Film or TV Series, to be uploaded onto the cuLearn site, is worth 15% of the course grade. Please note that technological problems do not justify late submissions.

You will sign up for your desired film or series during your fourth Interactive Session. Your options will be given to you the third week.

The analysis should be 2,000 words in length. It should be divided into two approximately equal parts, one reflective and the other critical. In the reflective portion, ask yourself: What did I observe in this material and what possible meanings could these observations have? The key task here is to gather as many observations as possible from different points of view. The main skill to work on is perspective taking, or what some people call “re-framing.” Try to look at this experience and describe it from different perspectives. For example, how did certain characters view the situation and what did it mean to them? What would a neutral (“objective”) observer have seen and heard? What perspective did you have – in other words, how did it affect you? Reflect on these observations to discover the personal meaning that the material had for you.

In the second, conceptual portion, use at least two concepts or theories from the course material to look beneath the surface at why people involved behaved the way they did. Provide the source for each reference in the appropriate format. In reviewing theoretical material, first, briefly define the concept or theory as you would for someone who was not familiar with it. Next, apply the concept thoroughly to your example. The tie-in should include the specific details of how the theory relates to and provides insight into the example. Does the example support or refute the theory? Avoid merely providing a “book report” of what you have watched – you should discuss how you see concepts and theories relating to key examples, events, or characters. Do *not* simply write a synopsis.

Special Notes regarding written assignments

- Deadlines are strict. Failure to meet deadlines will result in grade penalties of 10% per day. **Assignments more than 7 days (1 week) late will be considered missed.**
- The quality of your writing is an important component of effectively presenting your “ideas”. If you need or would like coaching on your writing skills, help is available to you at the writing tutorial service (WTS) at www.carleton.ca/wts/.

5. Contribution to Interactive Sessions

Worth 15% of total course grade. You are expected to attend each interactive session in which you are enrolled. Your enrollment in the session is understood as a commitment that you will not only attend but also contribute significantly to it. You should also use sessions to raise questions you may have about lecture or reading material. This requires that you prepare for each session by reading and preparing assigned materials. Both the quantity and quality of contributions will be noted. High-quality contributions draw explicitly on assigned material and they add to the session experience by considering implications, offering insights and inviting exchange. Overall, try to be more analytical than descriptive, more curious than definitive and more imaginative than traditional in your verbal contributions. Avoid simply saying ‘yes’ or ‘I disagree’ or repeating points already made. Participation and preparation grades will be based on attendance, quizzes, assignments, and participation in class activities (e.g., class discussions/group exercises).

6. Final Exam

The final exam will be held during the formal examination period. The exam will be cumulative and will be based on all topics covered in the course (text, lectures, in-class discussions, presentations, etc.), throughout the entire term. The exam format will be similar to that of the midterm (see above).

COURSE WEB PAGE:

The URL for the course web page is <https://culearn.carleton.ca>. You **must** access the site regularly for updates about the class and upcoming assignments. It may be useful to bookmark the page. **Grades for all course work will be posted on the cuLearn Grade Book as soon as available.**

COURSE SCHEDULE*

Week / Dates	Topic (<i>Monday Speaker</i>)	Readings/Assignments
Week 1 (Sep 4) <i>FRIDAY SCHEDULE-></i>	Psychological Contract (<i>Robert Smart</i>)	Chapter 1
Week 2 (Sep 14)	Individual & Organizational Motivation (<i>Angela Dionisi</i>)	Chapter 5
Week 3 (Sep 21)	Decoding Behavior & Personality (<i>Greg Sears</i>)	Chapter 4
Week 4 (Sep 28)	Individual & Organizational Learning (<i>Linda Schweitzer</i>)	Chapter 3
Week 5 (Oct 5)	Group Dynamics & Work Teams (<i>Harry Chhina</i>)	Chapter 10 Due: Personal Reflection
Thanksgiving (Oct 12)		
Week 6 (Oct 19)	Conflict & Negotiation (<i>Lorraine Dyke</i>)	Chapter 13
Reading Week Oct 26-Oct 30		
Week 7 (Nov 2)	Midterm Exam	Weeks 1-6
Week 8 (Nov 9)	Communication; Perception & Attribution (<i>Linda Duxbury</i>)	Chapters 8 and 9
Week 9 (Nov 16)	Decision Making (<i>Ian Lee</i>)	Chapter 17
Week 10 (Nov 23)	Power & Influence (<i>Michael Halinski</i>)	Chapter 18
Week 11 (Nov 30)	Ethics (<i>Sefa Hayibor</i>)	Chapter 6
Week 12 (Dec 7)	Culture & Values (<i>Shibu Pal</i>)	Chapter 16 Due: Movie/Series Analysis

*unforeseen circumstances may necessitate modifications to the schedule

ADDITIONAL INFORMATION

Course Sharing Websites

Student or professor materials created for this course (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the author(s). They are intended for personal use and may not be reproduced or redistributed without prior written consent of the author(s).

Required calculator in BUSI course examinations

If you are purchasing a calculator, we recommend any one of the following options: Texas Instruments BA II Plus (including Pro Model), Hewlett Packard HP 12C (including Platinum model), Staples Financial Calculator, Sharp EL-738C & Hewlett Packard HP 10bII

Group work

The Sprott School of Business encourages group assignments in the school for several reasons. They provide you with opportunities to develop and enhance interpersonal, communication, leadership, follower-ship and other group skills. Group assignments are also good for learning integrative skills for putting together a complex task. Your professor may assign one or more group tasks/assignments/projects in this course. Before embarking on a specific problem as a group, it is your responsibility to ensure that the problem is meant to be a group assignment and not an individual one.

In accordance with the Carleton University Undergraduate Calendar (p 34), the letter grades assigned in this course will have the following percentage equivalents:

A+ = 90-100	B+ = 77-79	C+ = 67-69	D+ = 57-59
A = 85-89	B = 73-76	C = 63-66	D = 53-56
A - = 80-84	B - = 70-72	C - = 60-62	D - = 50-52
F = Below 50			

WDN = Withdrawn from the course

ABS = Student absent from final exam

DEF = Deferred (See above)

FND = (Failed, no Deferred) = Student could not pass the course even with 100% on final exam

Academic Regulations, Accommodations, Etc.

University rules regarding registration, withdrawal, appealing marks, and most anything else you might need to know can be found on the university's website, here:

<http://calendar.carleton.ca/undergrad/regulations/academicregulationsoftheuniversity/>

Requests for Academic Accommodations

For Students with Disabilities:

The Paul Menton Centre for Students with Disabilities (PMC) provides services to students with Learning Disabilities (LD), psychiatric/mental health disabilities, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Disorders (ASD), chronic medical conditions, and impairments in mobility, hearing, and vision. If you have a disability requiring academic accommodations in this course, please contact PMC at 613-520-6608 or pmc@carleton.ca for a formal evaluation. If you are already registered with the PMC, contact your PMC coordinator to send me your **Letter of Accommodation** at the beginning of the term, and no later than two weeks before the first in-class scheduled test or exam requiring accommodation (*if applicable*). After requesting accommodation from PMC, meet with me to ensure accommodation arrangements are made. The deadlines for contacting the Paul Menton Centre regarding accommodation for final exams for the December 2015 exam period is November 6, 2015 and for the April 2016 exam period is March 6, 2016.

For Religious Obligations:

Students requesting academic accommodation on the basis of religious obligation should make a formal, written request to their instructors for alternate dates and/or means of satisfying academic requirements. Such requests should be made during the first two weeks of class, or as soon as possible after the need for accommodation is known to exist, but no later than two weeks before the compulsory event.

Accommodation is to be worked out directly and on an individual basis between the student and the instructor(s) involved. Instructors will make accommodations in a way that avoids academic disadvantage to the student.

Students or instructors who have questions or want to confirm accommodation eligibility of a religious event or practice may refer to the Equity Services website for a list of holy days and Carleton's Academic Accommodation policies, or may contact an Equity Services Advisor in the Equity Services Department for assistance.

For Pregnancy:

Pregnant students requiring academic accommodations are encouraged to contact an Equity Advisor in Equity Services to complete a letter of accommodation. The student must then make an appointment to discuss her needs with the instructor at least two weeks prior to the first academic event in which it is anticipated the accommodation will be required.

Academic Integrity

Violations of academic integrity are a serious academic offence. Violations of academic integrity – presenting another's ideas, arguments, words or images as your own, using unauthorized material, misrepresentation, fabricating or misrepresenting research data, unauthorized co-operation or collaboration or completing work for another student – weaken the quality of the degree and will not be tolerated. Penalties may include; a grade of Failure in the submitted work and/or course; academic probation; a refusal of permission to continue or to register in a specific degree program; suspension from full-time studies; suspension from all studies at Carleton; expulsion from Carleton, amongst others. Students are expected to familiarize themselves with and follow the Carleton University Student Academic Integrity Policy which is available, along with resources for compliance at:

<http://www2.carleton.ca/sasc/advisingcentre/academic-integrity/>.

Sprott Student Services

The Sprott student services office, located in 710 Dunton Tower, offers academic advising, study skills advising, and overall academic success support. If you're having a difficult time with this course or others, or just need some guidance on how to successfully complete your Sprott degree, please drop in any weekday between 8:30am and 4:30pm. Our advisors are happy to discuss grades, course selection, tutoring, concentrations, and will ensure that you get connected with the resources you need to

succeed! <http://sprott.carleton.ca/students/undergraduate/support-services/>

Be in the know with what's happening at Sprott: Follow @SprottStudents and find us on Facebook SprottStudents Sprott.

Important Information:

- Students must always retain a hard copy of all work that is submitted.
 - All final grades are subject to the Dean's approval.
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- For us to respond to your emails, we need to see your full name, CU ID, and the email must be written from your valid CARLETON address. Therefore, it would be easier to respond to your inquiries if you would send all email from your Carleton account. If you do not have or have yet to activate this account, you may wish to do so by visiting <http://carleton.ca/ccs/students/>

Important Dates and Deadlines – Fall 2015

Fall term: September 2, 2015 – December 7, 2015

August 31

Orientation for Teaching Assistants.

September 1

Last day for receipt of applications from potential fall (November) graduates. Academic orientation. All students are expected to be on campus. Class and laboratory preparations, departmental introductions for students and other academic preparation activities will be held.

September 2

Fall term begins. Fall and fall/winter classes begin.

September 4

Classes follow a Monday schedule.

September 7

Statutory holiday. University closed.

September 18

Last day of registration for fall term and fall/winter courses. Last day to change courses or sections (including auditing) for fall/winter and fall term courses. Graduate students who have not electronically submitted their final thesis copy to the Faculty of Graduate and Postdoctoral Affairs will not be eligible to graduate in Fall 2015 and must register for the Fall 2015 term.

September 25-27

Summer deferred final examinations held.

September 30

Last day to withdraw from fall term and fall/winter courses with a full [fee adjustment](#). Withdrawals after this date will create no financial change to Fall term fees (financial withdrawal).

October 9

December examination schedule (fall term final and fall/winter mid-terms) available online.

October 12

Statutory holiday. University closed.

October 15

Last day for receipt of applications for admission to an undergraduate degree program for the winter term from applicants whose documents originate from outside Canada or the United States.

October 26-30

Fall break. Classes are suspended.

November 6

Last day to submit Formal Examination Accommodation Forms to the Paul Menton Centre for Students with Disabilities for December examinations.

November 15

Last day for receipt of applications for admission to an undergraduate degree program for the winter term.

November 24, 2015

Last day for tests or examinations in courses below the 4000-level before the final examination period (see Examination Regulations in the Academic Regulations of the University section of this Calendar).

November 25

Final Payment Deadline. Click [here](#) for important payment information. [Late charges](#) may be applied to the student account any time after this date.

December 1

Last day for receipt of applications from potential winter (February) graduates.

Last day to upload your Master's or PhD thesis for your thesis defence in order to graduate this winter.

December 7

Fall term ends. Last day of fall-term classes. Last day for academic withdrawal from fall term courses. Last day for handing in term work and the last day that can be specified by a course instructor as a due date for term work for fall term courses. Last day for receipt of applications for undergraduate degree program transfers for winter term. Last day to pay any remaining [fall tuition fees](#) to avoid a hold on access to marks through Carleton Central and the release of transcripts and other official documents.

December 8

No classes or examinations take place.

December 9 – 21

Final examinations in fall term courses and mid-term examinations in fall/winter courses may be held. Examinations are normally held all seven days of the week.

December 15, 2015

Fall Co-op Work Term Reports due.

December 22, 2015

All take home examinations are due.

December 25 to January 3

University closed