

**COURSE CODE:** BUAD 262

**COURSE TITLE:** Organizational Behavior

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### **Calendar Description**

This course examines management of human behaviour in organizations. Individual and interpersonal behaviour related to perception, learning, communication, motivation and job satisfaction are included. Leadership, ethics, the effective management of work groups, decision-making, and the implementation of organizational development processes are discussed (also offered by Distance Education).

**Prerequisite(s):** BUAD 123

**Co-requisite(s):** None

**Prerequisite For:** BUAD 340, 410

**Substitutable Courses:** None

**Graduation Requirement:** BBA & Diploma - Required

**Transfer Credit:** PMAC

**Special Notes:** Students with credit for BUAD 162 cannot take BUAD 262 for further credit.

**Credits:** 3

**Hours per Week:** 6

**Originally Developed:** 1978

**EDCO Approval:** May 2017

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**CHAIR'S APPROVAL:** 

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## Learning Outcomes

Outcome	Upon completion of this course students will be able to:
1	Reveal insight about self and others gained through active learning exercises, case studies, and sharing personal stories.
2	Handle the realities of working in organizations by applying learning to scenarios and real world examples.
3	Assess the value of diversity as a way to improve organizational performance by utilizing the concepts of performance management and integrative negotiation.
4	Contribute positively to groups and organizations through integrating conflict management and teambuilding skills and by being exposed to biases and perceptual errors.
5	Communicate effectively in written and verbal methods through practice and refinement in presentations, debates, class discussions and assignments.
6	Analyze motivation to improve individual and group performance using Tuckman's model and motivational theories.
7	Apply critical thinking to improve decision-making by integrating frameworks and techniques to real scenarios and case studies.
8	Develop ethics and values to enhance organizational performance through the application of theories regarding leadership, politics, perception and power.

## Course Objectives

Objectives	This course will cover the following content:
1	The field of organizational behavior and its purposes
2	Perception processes and errors
3	Emotions and personality traits and how they work within group dynamics
4	Values and attitudes and their effects; ethical thinking and reasoning
5	Motivation and empowerment of individuals and groups
6	Team development and performance
7	Communication barriers and effective interpersonal communication skills
8	Power and politics in the workplace and the use of influence tactics
9	Leadership roles, issues, and factors affecting leadership effectiveness
10	Organizational and personal factors affecting creativity
11	Organizational culture origin, development, and effectiveness
12	Organizational strategy, structure & change; stress and the concept of a toxic workplace

## Professors

Name	Phone Number	Office	Email
Susan Thomas (Course Captain)	ext. 4097	B141	<a href="mailto:stthomas@okanagan.bc.ca">stthomas@okanagan.bc.ca</a>

## Evaluation Procedure

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Term Work (Group + Individual)	43 %
Exam 1 Continuous Assessment (Quizzes and Adaptive Practice)	22 %
Exam 2 (end of term)	35 %
<b>Total</b>	<b>100 %</b>

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## Required Materials

You are required to purchase the e-text + WileyPlus package

Uhl-Bien, M., R. Piccolo, J. Schermerhorn (2023) Organizational Behavior, 3rd Edition. John Wiley and Sons Inc.

WileyPLUS – weekly assessment tied to WileyPLUS throughout the semester. The textbook is digital and you have the option to print small batches of pages. If you want a loose- leaf version, this can also be purchased for an additional cost.

The OC Campus Store link to purchase the either the digital access or the print version which includes digital access is <https://okanagan.bookware3000.ca/>

## Notes

Students must earn half of all available exam marks to achieve a passing grade in the course.

Exams questions will include application, critical thinking, include short answer, case studies and multiple choice.

Written & oral communication skills are an integral part of this course.

## Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook	Deadline
2024 Week:		Monday, May 13, First day of class Friday, May 17, Last day to register for Summer Session I 2024 Wednesday, May 29, Last day to withdraw from class without academic penalty Friday, June 21, Last day of class Tuesday, June 25 – Wednesday, June 26, Final exam period for Session I	Chapter(s):	Introduction to coursework evaluation. Groups are formed.
W1	May 14	Course introduction Introducing Organizational Behaviour	Ch 1	
	May 16	Individual Differences	Ch 3	
W2	May 21	Perception and Bias	Ch 4	Learning Journal due May 22
	May 23	Teamwork	Ch 7	
W3	May 28	Motivation	Ch 5	In-class activity In-class activity
	May 30	Leadership and Followership	Ch 8	
W4	June 4	Power and Politics	Ch 9	
	June 6	Develop Communication Skills	Ch 6	
W5	June 11	Handle Conflict, Negotiation, and Decision Making	Ch 11	Project due June 12
	June 13	Understanding Organizations <i>Organization Strategy, Organization Change, Organization Structure, Creativity and Innovation</i>	Ch 2	
W6	June 18	Relationships and Networks	Ch 10	
	June 20	Course Wrap up		
	June 25	<b>Final Exam</b>		

## Skills Across the Business Curriculum

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## Student Conduct and Academic Honesty

### What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

### What is Cheating?

“Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination.”

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

### What is Plagiarism?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

### What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format [www.okanagan.bc.ca](http://www.okanagan.bc.ca). Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 6<sup>th</sup> edition (2009)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

### What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.