



AMBROSE  
UNIVERSITY COLLEGE

FACULTY OF  
ARTS & SCIENCE

### **BUS 250 *Organizational Behaviour* (3)**

**Fall 2010**

**Instructor: Sean Quinn**

#### **Contacting the Instructor**

**Office:** 2050

**Class Times:** Monday 1:00 – 3:45

**Class Location:** 2210

**Office Hours:** Tuesday 1:00 – 2:15  
Wednesday 3:00 – 4:15  
Also available by appointment

**Email:** [squinn@ambrose.edu](mailto:squinn@ambrose.edu)

**Cell Phone:** 803-1012

#### **Course Description**

This course covers behaviour in organizations, including alternative models of individual behaviour; perceptual processes; satisfaction; equity and quality of working life; group performance; organizational effectiveness; consulting for organizational change.

*Prerequisite: BUS 100*

#### **Course Objectives**

##### Learning Outcomes:

- Achieve a sound understanding of the basic theories, principles and concepts that encompass Organizational Behaviour (OB)
- Have an opportunity to learn about yourself and others
- Critically analyze OB on the grounds of ethical standards and effectiveness
- Gain a realization that OB permeates every aspect of life
- Practice skills for more effective communication and interaction with others
- Appreciate how a strong foundation in OB can give an advantage in the business world to both the individual and the organization
- Integration of faith and learning

#### **Required Texts**

Organizational Behaviour and Work, Wilson, Oxford

*Subliminal Reading:*

*The Globe and Mail*

*Harvard Business Review as assigned by the professor*

## Course Requirements and Course Grade

Instructions for course assignments not outlined in the syllabus will be distributed during class throughout the semester. Unless otherwise indicated all assignments are to be handed in to the reception and must be date stamped. Students should include their school ID# only on the assignment cover page. Late assignments will not be accepted and will result in an F grade. Students must receive a passing grade (min 50%) on all individual assignments in order to pass the course. All individual and group assignments must be submitted for final grade. Assignments will not be accepted after in class discussion. If you do not take part in the in class portion of the assignment you cannot complete the written portion of the assignment.

All group projects will contain a peer evaluation component. Therefore grades for individuals may be different than final group project grades if student assessment indicates this requirement.

<b>Individual Assignments</b>	<b>Grade</b>	<b>Date</b>
<b>Moodle postings (as assigned)</b>	<b>10%</b>	<b>prior to:</b>
Posting # 1 Ethical Dilemma Exercise – 250 words		September 24
Posting # 2 EQ		October 22
Posting # 3 Social Networking		October 29
Posting # 4 Organizations		Nov. 12
Posting # 5 Leadership		Nov 19
<b>Major Research Papers – 1 of 3</b>	<b>30%</b>	
Leadership - 5 pages		Oct. 1/Oct. 25, 2010
Social networking - 5 pages		
Jim Collins non-profit management – 5 pages		
<b>In-Class Assignments – 30%</b>		
EQ – Emotional Intelligence		October 18, 2010
Tinker Toy Competition (group focus)		October 25, 2010
Cascade Survival		November 1, 2010
Oil Price Negotiation (group focus)		November 8, 2010
Individual Analysis reflective Paper - 5 pages		Nov. 15/29, 201
<b>Group Assignments – (assign groups based on KTS)</b>		
OB consulting Project - 10 pages	30%	Nov 8/Dec 6, 2010
<b>Class Participation</b>	<b>+/-10%</b>	

The instruction style used for this course will be an interactive approach. For this reason, class participation is a critical component of this course. A large component of the course is based on participative learning. For example, there are numerous group and individual classroom presentations, case study discussions and simulations that take place during the course. All of these situations work best or at all with a minimum number of participants. Due to the small number of students it is imperative that you attend each class in order for yourself and the other classmates to gain the most from the interaction over the semester. If you are required to be away for a class, please notify the professor prior to class time so that any necessary adjustments can be made.

Class participation includes but is not limited to the following items:

- Completing homework assignments by due date that are required for in class exercises
- Being prepared for and contributing to class discussions and simulations
- Group Presentation Skills and involvement
- Displaying Christian Character

*Quality is given more weighting than quantity!*

### **Course Grade**

The available letters for course grades are as follows:

<u>% Grade</u>	<u>Letter Grade</u>	<u>Description</u>
95% to 100%	A+	Excellent
90% to 94%	A	
85% to 89%	A-	
80% to 84%	B+	Good
76% to 79%	B	
72% to 75%	B-	
68% to 71%	C+	Satisfactory
64% to 67%	C	
60% to 63%	C-	
55% to 59%	D+	Minimal Pass
50% to 54%	D	
0% to 49%	F	Failure

### **Important Notes**

- Assignments will be returned to students within 2 classes of due date.
- The final exam will not be returned to the students.
- Publication manual of the APA American Psychological Association is traditionally used for business for referencing. It is critical that you reference material. You must distinguish between your own ideas and others in order to avoid plagiarism.

- It is the responsibility of all students to become familiar with and adhere to all AMBROSE Academic Policies, such as the policy on Academic Dishonesty, which are stated in the current Catalogue.

## Course Schedule

1. Lecture: September 13
  - a. Intro/syllabus
  - b. BREAK
  - c. Show OB video herding cats
  - d. Lecture: What is OB? **Chapter 1**
  - e. Do newspaper assignment and Hand out KTS
2. Lecture: September 20
  - a. Personality assessments and traits Keirsey Temperament Sorter
  - b. Ch 2 Personality Attributes
  - c. BREAK
  - d. **Video Marcus Buckingham**
  - e. Hand out - Ethics and Social Responsibility in OB Christian Values not the Ethical Decision Tree” approach
3. Lecture: September 27
  - a. ETHICS
  - b. HBR decision tree Rreview – HBR Article “Ethical Decision Tree” /Ethical Mind
  - c. Lecture: Review Ethics and Social Responsibility in OB Christian Values
  - d. Break CS LEWIS/ extortion/poverty action vs. principle
4. Lecture: October 4
  - a. EQ – intro
  - b. EQ moodle post
  - c. Perception & Emotions - Ch 2
  - d. Paul Day – Anthropolgy
  - e. BREAK
  - f. Values and Attitudes Ch 3

October 11 -NO CLASS – Thanksgiving

5. Lecture: October 18
  - a. EQ
6. Lecture: October 25
  - a. REVIEW EQ
  - b. Socail Networking assignment review
  - c. communication ch 6
  - d. Gov’t (showed Manning video because mayor race)
7. Lecture: November 1
  - a. Chapter 11 Decision Making
  - b. Break
  - c. Tinker toy exercise/discussion

- d. Creativity ch.
- 8. Lecture: November 9
  - a. Groups and teamwork Ch. 5
  - b. Survival Simulation Cascade group exercise
  - c. BREAK
  - d. Part I Cascade Group Exercise Review
  - e. Motivation ch. 4
- 9. Lecture: November 16
  - a. Oil Pricing Game Set up class and groups
  - b. BREAK
  - c. jewel movie negotiation scene No it was in HR
  - d. numbers TV show of prisoners dilemma/ /kramer hot coffee (NO)
  - e. Conflict ch 8
  - f. Review Negotiation Case / Negotiation Theory
- 10. Lecture: November 16
  - a. Company Group Project Research Paper Class Presentations
  - b. BREAK
  - c. Part II Group Dynamics - Chapter 5
- 11. Lecture: November 23
  - a. Power and Politics Ch 7
  - b. BREAK
  - c. Chapter organizational change CH. 14
- 12. Lecture: November 30
  - a. Ch 13 Job and Workplace Design
  - b. Lecture ch. 12 Organizational structure
  - c. Right OB size article - Military
  - d. BREAK
  - e. Organizational culture ch 9
- 13. Lecture: December 2 – LAST CLASS
  - a. Leadership Presentations
  - b. Leadership Ch. 10

**Group Project Paper**

**70% of total grade**

**March 3, 2004**

Work with the members of your team to select an Organizational Behaviour topic or issue to research. It is expected that the research will include real companies or industries that are facing these issues today or have faced these issues in the past. Research companies that have been successful and companies that have failed to overcome this challenge. It is expected that you will draw on material from the course ( lectures, text, and discussions). You may also draw on your personal experience where relevant but this must be supported by your research findings.

It will be your objective to research these issues and relate them to what you know about Organizational Behaviour. Use the companies you have researched to state why these issues are important to business. Explain the potential reasons why these issues are

occurring. Address the relevant tradeoffs or dilemmas. Give recommendation for the problem and explain your reasons recognizing the benefits and drawbacks of the group decision.

The written document should be 2500 words in length (not including appendixes) and double-spaced. Provide a full bibliographic reference on a separate piece of paper. Grade deductions, to a maximum 10%, will occur for not adhering to these guidelines.

Once your group has picked a topic arrange a time to meet with the professor to discuss the project. All group members must be present for the progress meeting. Provide a one-paragraph outline of the project and ensure that the summary is provided to the professor prior to the meeting. This step is to be completed before January 30, 2004.

A second progress meeting will also be required to take place during the semester. For this meeting prepare a detailed outline of the selected topic including all issues being addressed in the paper. The entire group must be present for this meeting and the outline must be presented to the professor prior to the arranged meeting. This step is to take place before February 13, 2004. Depending on the number of questions that arise from these discussions, both progress meetings will each be approximately 10 minutes.

### **Group Project Presentations**

**30% of total grade**

**March 5, 2004**

From the findings of your research paper brief the class on the important issues, findings, (both positive and negative) and recommendations. The presentation should be 20 minutes in length. There will be a 10-minute question period after the presentation. All members of the group must participate in the presentation. The presentation must be in Power Point format. The subject material presented by each group will be used to form part of the final exam.

Individuals will be graded by the professor on their individual presentation skills. This will represent 5% of the Participation grade available to each individual.

#### **\* Note**

At the end of the project there will be a Group/Self evaluation. All team members will have an opportunity to grade themselves and each other team member. The marks received through this process will be used to determine each group member's grade. This represents a maximum of one letter grade.

## **Individual Reflection**

**March 19, 2004**

It is important that an individual learn from the experience of group work. This assignment will give you the opportunity to reflect on the experience that you had from working with your team. Each group will have experienced different group dynamics. Furthermore, each individual will interpret those group dynamics in their own way.

You will have some flexibility on what to specifically write about on this paper. For example: you can write about the overall group performance (positive or negative), group members interaction within the group or about your personal interaction with the group. However, within this flexibility will be certain restrictions. Limit your paper to three main ideas. All opinions stated must be supported by an Organizational Behaviour theory, concept or principle. Although opinions are important; they must be supported to have any validity.

The paper must be a maximum of 500 words and double-spaced. Be brief, concise and focused. Provide a full bibliographic reference on a separate piece of paper. Papers and bibliographies should be stapled together when submitted. Grade deductions, to a maximum 10%, will occur for not adhering to these guidelines.