Organizational Behaviour

OBHR 317 L01 and L02 | Bachelor of Commerce | Winter 2024

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Public course overview adapted from the Winter 2024 course outline. This historical overview presents a regular-semester undergraduate offering; the approved course outline governs enrolled students.

Course Description

Skilled managers (and leaders) understand that working effectively with people is an essential skill to develop. A successful career is contingent on developing more than just technical skills. Further, truly great organizations do not happen by accident; they are established and fostered by individuals with an extensive understanding of organizational processes and interpersonal relationships. OBHR 317 is an introductory course to the discipline of Organizational Behaviour. The intent of his course is to explore and understand key OB concepts (personality, motivation, teams, leadership, power and influence) to increase your effectiveness within an organization, and ultimately the effectiveness of the organization itself.

Course Objectives

By the end of this course,

1. Students will be able to identify personality characteristics
2. Students will be able to demonstrate the comprehension of motivation in organizations.
3. Students will be able to show knowledge about types of teams in organizations.
4. Students will be able to explain power and influence in organizations.
5. Students will be able to show knowledge of leadership in organizations.

Learning approach

The course combines preparation, active listening, class discussion and small-group activities. Students discuss cases, questions and news articles, using organizational behaviour concepts to interpret workplace issues.

Learning and Assessment

Group project

40% · Teams of five

Teams select a current organizational behaviour issue and apply course concepts to understand its impact on the human side of organizations. The project develops interpersonal skills, including speaking, listening, motivating others and leadership.

Project proposal — 5%. The proposal provides an opportunity for feedback and approval before the team proceeds. It includes a paragraph explaining the issue and its relevance to work, the PICOC and research question, and keywords and search terms.

Written report — 25%. An evidence-based report of up to 2,500 words examines the issue in depth. It should:

- Outline current thinking based on existing evidence-based research.
- Use examples of organizations experiencing success or challenges to show what is working and how the issue is being addressed.
- Critically evaluate relevant organizational practices: their applicability across organizations, possible unintended consequences, risks and threats, and potential benefits and opportunities.

Team video — 10%. A six-to-eight-minute video communicates the topic's importance to classmates, the instructor and potential employers. Creativity is encouraged rather than a conventional class presentation. The video and report should form a comprehensive exploration: the report is more academic, while the video can be more imaginative.

Examinations

Midterm — 30%. Covers course material from the beginning of the semester through the midterm, including lecture material not in the readings, subject to the instructor's stated exceptions.

Final examination — 30%. Covers material after the midterm, including lectures and other material addressed in class, subject to the instructor's stated exceptions.

Optional learning activities

Cutting Edge reflection. Students consider which organizational behaviour theory will be most relevant immediately after beginning their career and which will matter most ten years later, explaining the reasons for each choice.

Course Schedule

Teaching weeks follow the instructional sequence of the Winter 2024 regular-semester offering. Readings accompanied class activities and discussions.

Teaching week	Topics and activities
1	Course introduction and overview; what organizational behaviour is.
2	Evidence-based management; personality and perception.
3	Personality and perception; team formation.
4	Emotions and moods; attitudes and job satisfaction.
5	Attitudes and job satisfaction; library workshop.
6	Motivation; group project proposal milestone.
7	Motivation; teams and group behaviour.
8	Teams and group behaviour; midterm examination.
9	Negotiation and conflict.
10	Power and politics.
11	Leadership.
12	Decision making; team video milestone.
13	Wrap-up and concluding thoughts; written report milestone.