

# COURSE SYLLABUS



COURSE TITLE: Business 220 - Organizational Behaviour  
CLASS SECTION: Sec D05 – Tuesdays / 6:00 – 8:50 p.m.  
TERM: Winter 2023  
COURSE CREDITS: 3 credits  
DELIVERY METHOD(S): Online – D2L Collaborate

Camosun College campuses are located on the traditional territories of the Lək̓ʷəŋən and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.  
Learn more about Camosun's [Territorial Acknowledgement](#).

*Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable explanation in advance, you will be removed from the course and the space offered to the next waitlisted student.*

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## INSTRUCTOR DETAILS

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NAME: Deb Sexsmith  
EMAIL: [sexsmithd@camosun.bc.ca](mailto:sexsmithd@camosun.bc.ca)  
OFFICE: Virtual (Collaborate)  
PHONE: 250-889-8080  
HOURS: By appointment (virtual office)

*As your course instructor, I endeavour to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.*

## CALENDAR DESCRIPTION

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*Students study human behaviour in organizations from an individual, group or organization-wide perspective. The effects on behaviour of factors such as stress, leadership, motivation, team-based processes, conflict, structure, quality of work life and organizational culture are examined. Cases are used to develop and apply critical thinking and analytical skills.*

**PREREQUISITE(S):** BUS 110 or BUS 150 or PADM 112, A bachelor's degree from a recognized post-secondary institution

## COURSE LEARNING OUTCOMES / OBJECTIVES

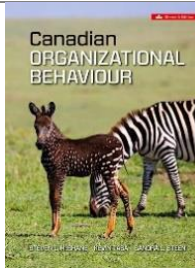
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Upon successful completion of this course, a student will be able to:

1. Examine key concepts, theories, and models that influence individual and workplace behaviour and performance within an organizational context.
2. Apply concepts of stress, motivation, decision making, power, conflict, leadership, culture, and sustainability in identifying and analyzing issues in an organizational setting.
3. Demonstrate knowledge of team processes and how they influence team effectiveness
  - Develop effective skills and strategies as a member of a self-directed work team
  - Recognize the importance of effective communication in teams and in organizations and explore strategies to improve communication
4. Describe the elements of organizational structure, evaluate departmentalization types, and discuss factors to consider when designing an organizational structure.
5. Apply change management strategies and theories to reducing resistance to change.
  - Increase awareness of cross-cultural and ethical issues in implementing organizational change.
6. Apply critical thinking and analytical skills through the use of case studies in organizational behaviour.

## REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

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McShane, S.L., Tasa, K. & Steen, S.L. (2021). Canadian organizational behaviour, eleventh edition. Canada. McGraw-Hill Ryerson Ltd.

Textbooks can be purchased in the Camosun Bookstore OR

E-text available at:

[https://www.campusbookstore.com/integration/AccessCodes/default.aspx?bookseller\\_id=290&Course=BUS+220&frame=YES&t=permalink](https://www.campusbookstore.com/integration/AccessCodes/default.aspx?bookseller_id=290&Course=BUS+220&frame=YES&t=permalink)

COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION

The following schedule and course components are subject to change with reasonable advance notice, as deemed appropriate by the instructor.

**Class Dates / Times:** January 10 – April 11, 2023

**Class Location:** Online with D2L and Collaborate

| DATE RANGE                        | ACTIVITY or TOPIC  | OTHER NOTES  |
|-----------------------------------|--|--|
| Week 1<br>January 9 - 15          | <p><b>NOTE: Must Attend First Class on JANUARY 10, 2023 to Retain Space in Class</b></p> <p><b>Readings:</b></p> <ul style="list-style-type: none"> <li>Chapter 1: Intro to the Field of Organizational Behaviour</li> </ul> <p><b>Activities:</b> Complete Personal Introduction in D2L</p>     | Personal Introduction and Learning Goals - <b>Due by Jan 15, 11:59 pm</b>  |
| Week 2<br>January 16 - 22         | <p><b>Readings:</b></p> <ul style="list-style-type: none"> <li>Chapter 2: Individual Behaviour, Personality, and Values</li> <li>Chapter 3: Perceiving Ourselves and Others in Organizations</li> </ul> <p>Introduce A1 - Case Analysis</p> <p><b>Activities:</b> Complete Fisher Instrument</p> | Fisher Personality Instrument – <b>Due by Jan 16, 11:59 pm</b><br><br><i>Team Formation – to be assigned by Instructor</i> |
| Week 3<br>January 23 - 29         | <p><b>Readings:</b></p> <ul style="list-style-type: none"> <li>Chapter 4: Workplace Emotions, Attitudes, and Stress</li> </ul> <p><b>Midterm Review</b></p>  | Team Member Profile <b>due on Discussion Page Jan 29, 11:59 pm</b>   |
| Week 4<br>January 30 – February 5 | <p><b>Midterm 1 (Chapters 1,2,3 &amp; 4)</b><br/> <b>January 31</b><br/> <b>On line during class time starting at 6:00 pm</b></p>  | A1 Team Charter <b>Due Feb 5, 11:59 pm in the Assignment 1 Case Analysis Folder</b>  |
| Week 5<br>February 6 - 12         | <p><b>Readings:</b></p> <ul style="list-style-type: none"> <li>Chapter 8: Team Dynamics</li> <li>Chapter 5: Foundations of Employee Motivation</li> </ul>  |  |
| Week 6<br>February 13 - 19        | <p><b>Readings:</b></p> <ul style="list-style-type: none"> <li>Chapter 6: Applied Performance Practices</li> </ul>   | A1 - Case Analysis <b>Due Feb 19, 11:59 pm</b>   |
| Week 7<br>February 20 - 26        | <p>READING WEEK – NO CLASSES</p>   |  |

| <i>DATE RANGE</i>  | <i>ACTIVITY or TOPIC</i>   | <i>OTHER NOTES</i>   |
|--|--|--|
| Week 8<br>February 27 –<br>March 5   | <b>Readings:</b> <ul style="list-style-type: none"> <li>Chapter 14: Organizational Culture</li> </ul> <b>Activities:</b> <ul style="list-style-type: none"> <li><b>Midterm Review</b></li> </ul> <p style="text-align: center;">Introduce Assignment 2 (A2) –<br/>Team Organizational Analysis</p> | Self Enrol in Teams for A2 –<br><b>March 5, 11:59 pm</b><br><br>A2 Team Contract -<br><b>Due March 12, 11:59 pm</b><br><br>A2 Team Proposal -<br><b>Due March 19, 11:59 pm</b><br><br>A2 Team Organizational<br>Analysis –<br><b>Due April 9, 11:59 pm</b> |
| Week 9<br>March 6 - 12   | <b>Midterm 2</b><br><b>(Chapters 5, 6, 8 &amp; 14)</b><br><b>March 7</b><br><b>Online</b>  | A2 Team Contract – <b>Due</b><br><b>March 12, 11:59 pm</b><br><br>A2 Personal Commitment<br>Statement - <b>Due March 12,</b><br><b>11:59 pm</b>  |
| Week 10<br>March 13 - 19   | <b>Readings:</b> <ul style="list-style-type: none"> <li>Chapter 13: Designing Organizational Structures</li> <li>Chapter 15: Organizational Change</li> </ul>  | A2 Team Proposal - <b>Due</b><br><b>March 19, 11:59 pm</b>   |
| Week 11<br>March 20 - 26   | <b>Readings:</b> <ul style="list-style-type: none"> <li>Chapter 7: Decision Making and Creativity</li> </ul> <b>Activities:</b> <ul style="list-style-type: none"> <li>Possible time for working on A2</li> </ul>  |  |
| Week 12<br>March 27 –<br>April 2   | <b>Readings:</b> <ul style="list-style-type: none"> <li>Chapter 10: Power and Influence in the Workplace</li> <li>Chapter 12: Leadership in Organizational Settings</li> </ul>   |  |
| Week 13<br>April 3 - 9   | <b>Readings:</b> <ul style="list-style-type: none"> <li>Chapter 11: Conflict and Negotiations</li> </ul> <p style="text-align: center;"><b>Final Exam Review</b></p>   | A2 – Team Organization<br>Analysis<br><b>Due April 9, 11:59 pm</b><br><br>Forum Outline – <b>Due April 9,</b><br><b>11:59 pm</b><br><br>4 C's Self Peer Evaluation -<br><b>Due April 9, 11:59 pm</b>   |
| Week 14<br>April 10 - 16   | <b>Activities:</b> <ul style="list-style-type: none"> <li>Team Organizational Analysis Forum</li> </ul>  |  |
| <b>Final exam to be scheduled during exam week on Chapters 7, 10, 11, 12, 13 &amp; 15 to be scheduled during exam period April 17 – 28, 2023</b> |  |  |

Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced noticed is required. Deadlines scan be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html). <http://camosun.ca/services/accessible-learning/exams.html>

EVALUATION OF LEARNING

| Assessment  | % of Final Grade | Total %    |
|---|------------------|------------|
| <b>a) Assignments</b>                                 |                  | <b>40</b>  |
| Assignment 1 – Team Case Analysis                     | 15               |            |
| Assignment 2 (Team Project) – Organizational Analysis | 25               |            |
| <b>b) Exams</b>                                       |                  | <b>45</b>  |
| Midterm 1 (Chapters 1-4)                              | 10               |            |
| Midterm 2 (Chapters 5, 6, 8 & 14)                     | 10               |            |
| Final Exam (Chapters 7, 10, 11, 12, 13 & 15)          | 25               |            |
| <b>c) Participation</b>                               |                  | <b>15</b>  |
| Quizzes   | 10               |            |
| Online assignments - discussions                      | 5                |            |
| <b>Total Assessments</b>                              |                  | <b>100</b> |

Percentage – Grade / Grade Point Equivalency

| Percentage | Grade | Description   | Grade Point Equivalency |
|------------|-------|---|-------------------------|
| 90-100     | A+    |   | 9                       |
| 85-89      | A     |   | 8                       |
| 80-84      | A-    |   | 7                       |
| 77-79      | B+    |   | 6                       |
| 73-76      | B     |   | 5                       |
| 70-72      | B-    |   | 4                       |
| 65-69      | C+    |   | 3                       |
| 60-64      | C     |   | 2                       |
| 50-59      | D     | Minimum level of achievement for which credit is granted; a course with a “D” grade cannot be used as a prerequisite. | 1                       |
| 0-49       | F     | Minimum level has not been achieved.  | 0                       |

## Attendance and Teamwork

It is critical that students make a commitment to attend **ALL** classes to enable effective teamwork.

### Assignments Overview

#### Case Analysis (Assignment 1) (15%)

Students work collaboratively to analyze current issues or events through an organizational behaviour (OB) lens using a real-life situation to apply OB concepts in identifying contributing factors, OB and other impacts, and how OB concepts could be applied to better understand or resolve the issues.

#### Team Assignment (Assignment 2) – Organizational Analysis (25%)

Working effectively in teams is an essential skill and a critical part of this course.

This project has four parts:

- 1) Team Charter
- 2) Proposal
- 3) Interview & Analysis Written Report
- 4) Forum

If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the [Grade Review and Appeals](#) policy for more information.

<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

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## COURSE GUIDELINES & EXPECTATIONS

Assignment formatting. The School of Business uses APA 7 style for formatting assignments and citing references. Proper citations and formatting using APA style will be required. See Camosun College citation guides: <http://camosun.ca.libguides.com/apa7>

- Where required by your instructor, submit all assignments into the D2L assignments by your last name.
- In text citations for quotes, paraphrasing, and references must be consistent with APA standards.
- Grammar, spelling, style and APA formatting, citations and referencing will be assessed in your mark.
- All submitted work must be properly referenced to sources where required by your instructor.
- Unless otherwise specified, you are to submit your own work, any work collaborated (unless permitted by the course) will be considered in violation of the College's Academic Integrity Policy. See Camosun's (2021) policy at: <https://legacy.camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf>.

Acts of academic dishonesty include, but are not limited to:

- Using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words.
- Duplicating a table, graph, or diagram, in whole or in part, without referencing the source.
- Paraphrasing the ideas of another person, whether written or verbal, without referencing the source.
- Providing answers to another student in any test, examination, or take-home assignment.
- Taking any unauthorized materials into an examination or test.
- Submitting the same paper or portions thereof for more than one assignment in different courses without the instructor's permission.
- If you are uncertain or have any questions regarding academic integrity, please do not hesitate to discuss these with your instructor.**

## SCHOOL OR DEPARTMENTAL INFORMATION

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The School of Business is committed to promoting competence, professionalism and integrity in our students and developing their core skills to succeed throughout their academic programs and in their careers. The purpose of these guidelines is to provide clear expectations of appropriate academic conduct and to establish processes for discipline in appropriate circumstances. It is your responsibility to become familiar with the content and the consequences of academic dishonesty.

Camosun College School of Business (2016) Academic Honesty Guidelines from:

<http://camosun.ca/learn/school/business/current-students/documents/Academic-Honesty-Guidelines.pdf>.

**Deadlines, exams, and assignments.** You must submit your assignments on the due date or as announced. A grade of zero will be assigned to late submissions. There are no additional assignments or make-up exams of any kind if you performed poorly on an assignment, midterm or final exam.

- a. **EXAM DATES WILL NOT BE RESCHEDULED.** Non-attendance on scheduled exam dates results in a zero grade. Exceptions will be made only for medical reasons or extenuating circumstances that must be submitted and then accepted by the instructor. Please advise your instructor promptly.
- b. Students registered through the [Centre for Accessible Learning \(CAL\)](#) should discuss timelines with their instructors at the beginning of each semester.
- c. Medical notes must be dated, signed, and be written on letterhead or prescription paper imprinted with the physician's name and address. Notes are accepted from Physician (GP or medical specialist), Nurse Practitioner, Psychiatrist, Psychologist, Counsellor and Aboriginal Elder. Electronic notes will not be accepted. Medical documentation must be received as soon as reasonably possible.

**Final exams:** Students are expected to write tests and final exams at the scheduled time and place. In emergency circumstances, a student may write a test or final examination before or after the scheduled time if the student would otherwise be unable to complete the program or course. Exceptions due to emergency circumstances, such as unavoidable employment commitments, health problems, or unavoidable family crises, require the approval of the appropriate instructor. **Holidays or scheduled flights are not considered emergencies.** The student may be required to provide verification of the emergency circumstance. See Camosun College (2018) Final Examinations from:

<http://camosun.ca/learn/calendar/current/procedures.html#academic>. The Final Exam Reschedule and Repeat policy can be reviewed at <https://camosun.ca/sites/default/files/2022-11/e-1.17.pdf>.

## STUDENT RESPONSIBILITY

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Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

## SUPPORTS AND SERVICES FOR STUDENTS

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Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

| Support Service                     | Website   |
|-------------------------------------|---|
| Academic Advising                   | <a href="http://camosun.ca/advising">http://camosun.ca/advising</a>                       |
| Accessible Learning                 | <a href="http://camosun.ca/accessible-learning">http://camosun.ca/accessible-learning</a> |
| Counselling                         | <a href="http://camosun.ca/counselling">http://camosun.ca/counselling</a>                 |
| Career Services                     | <a href="http://camosun.ca/coop">http://camosun.ca/coop</a>                               |
| Financial Aid and Awards            | <a href="http://camosun.ca/financialaid">http://camosun.ca/financialaid</a>               |
| Help Centres (Math/English/Science) | <a href="http://camosun.ca/help-centres">http://camosun.ca/help-centres</a>               |
| Indigenous Student Support          | <a href="http://camosun.ca/indigenous">http://camosun.ca/indigenous</a>                   |
| International Student Support       | <a href="http://camosun.ca/international/">http://camosun.ca/international/</a>           |
| Learning Skills                     | <a href="http://camosun.ca/learningskills">http://camosun.ca/learningskills</a>           |
| Library                             | <a href="http://camosun.ca/services/library/">http://camosun.ca/services/library/</a>     |
| Office of Student Support           | <a href="http://camosun.ca/oss">http://camosun.ca/oss</a>                                 |
| Ombudsperson                        | <a href="http://camosun.ca/ombuds">http://camosun.ca/ombuds</a>                           |
| Registration                        | <a href="http://camosun.ca/registration">http://camosun.ca/registration</a>               |
| Technology Support                  | <a href="http://camosun.ca/its">http://camosun.ca/its</a>                                 |
| Writing Centre                      | <a href="http://camosun.ca/writing-centre">http://camosun.ca/writing-centre</a>           |

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, please contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

## COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

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### Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e. physical, depression, learning, etc). If you have a disability, the [Centre for Accessible Learning](http://camosun.ca/services/accessible-learning/) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course instructors. Please visit the CAL website for contacts and to learn how to get started:

<http://camosun.ca/services/accessible-learning/>



### Academic Integrity

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for policy regarding academic expectations and details for addressing and resolving matters of academic misconduct.

### Academic Progress

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.1.pdf> for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

### Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

### Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

### Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

### Mandatory Attendance for First Class Meeting of Each Course

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable reason in advance, you will be removed from the course and the space offered to the next waitlisted student. For more information, please see the "Attendance" section under "Registration Policies and Procedures" (<http://camosun.ca/learn/calendar/current/procedures.html>) and the Grading Policy at <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf>.

### Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

### Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun's Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student's right to choose what is right for them. For more information see Camosun's Sexualized Violence and Misconduct Policy: <http://camosun.ca/about/policies/education-academic/e-2-student-services->

and-support/e-2.9.pdf and [camosun.ca/sexual-violence](http://camosun.ca/sexual-violence). To contact the Office of Student Support: [oss@camosun.ca](mailto:oss@camosun.ca) or by phone: 250-370-3046 or 250-3703841

### Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College's Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College's expectations of academic integrity and student behavioural conduct.

**Changes to this Syllabus:** Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.