

**\*Disclaimer:** This is a sample course outline and is subject to change. Official course outlines will vary depending on delivery format and instructor\*

### Territory Acknowledgement

We acknowledge and respect the lək'wəŋən peoples on whose traditional territory the university stands and the Songhees, Esquimalt and W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.

## BMBA130: Organizational Behaviour

### Course Description

This course will look at the impact that individuals, groups, and structures have on human behaviour within any modern organization, from nonprofit to public sector to private sector. Organizations are made up of people who behave and act within certain constructs and learning about these processes is important to understanding how to make organizations effective and productive.

### Learning Objectives

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

- Explain why an understanding of **human behaviour** in organizations is essential for success in management.
- Explain how **perception** can be influenced.
- Describe how **personality** can be characterized and how it influences behaviour.
- Define **values** and describe how they can shape behaviour.
- Define **job satisfaction** and organizational commitment and describe how they can be enhanced.
- Describe and apply need, process, and reward theories of **motivation**.
- Support and use **teams** effectively.
- Describe challenges in **communicating** effectively in organizations and how to overcome those challenges.
- Differentiate between functional and dysfunctional **conflict** and describe five approaches for conflict resolution.
- Describe the types of **power** one can have and how to effectively use that power to achieve organizational goals.
- Describe and apply trait, behavioural, and contingency **leadership** theories to enhance leader effectiveness.
- Describe individual and group **decision making** processes and how decisions can be optimized.
- Describe **organizational culture**, how it is created and shaped, and its impact on employees.
- Describe individual and **organizational change** processes.

## Resources

The required eTextbook used in this course is: Langton, N., Robbins, S., Judge, T. and Perry, E., (2023) **Organizational Behaviour, Canadian Edition, 9<sup>th</sup> Edition (180-day)**, Toronto: Pearson Education Canada, ISBN: 9780137844494. This eTextbook is available to purchase through the [UVic Bookstore](https://www.uvicbookstore.ca/text) (enter your course code (BMBA130) at <https://www.uvicbookstore.ca/text>).

***The textbook is essential to your success in this course as not all concepts are taught during class. Also, case studies are read and referred to during class so having on-going reliable access is important. Finally, exams are based on assigned chapters not in class lecture materials.***

## Weekly Schedule

Week	Content	Activities and Assignments
Week 1	Introduction to Organizational Behaviour	Readings: Ch. 1 & 13
Week 2	Perception, Personality, and Emotions	Readings: Ch. 2
Week 3	Values, Attitudes, and Diversity – Group Assignments	Readings: Ch. 3 Assignment 1   Stress at Work
Week 4	Groups and Teamwork	Readings: Ch. 6
Week 5	Communication – Conflict and Negotiation	Readings: Ch. 7 & 9
Week 6	Group Project: Intercultural Presentations and Summary Report	Assignment 2   Trust
Week 7	Mid-term Exam	Mid-term Exam
Week 8	Leadership	Readings: Ch. 11
Week 9	Decision-Making, Creativity and Ethics	Readings: Ch. 12
Week 10	Power and Politics	Readings: Ch. 8 Assignment 3   Organizational Culture
Week 11	Motivation – Theories and Applications	Readings: Ch. 4 & 5 Final Assignment due: Analyzing Organizational Behaviour

Week 12	Organizational Culture and Change	Readings: Ch 10 & 14
Week 13	Final Project	Assignment 4   Final Project

### Assignments & Evaluation

Assignment	Description of Assignment	Weight
Assignment 1   Stress at Work	The objective of this assignment is to explore the concept of stress in the workplace.	20%
Assignment 2   Trust	In this assignment we will build off the material in the textbook by exploring the context of trust. Please reflect on a personal experience related to trust. As you write, please be sure to apply the concepts from the textbook.	20%
Assignment 3   Organizational Culture	The most important elements of culture, though, are invisible or even subconscious, including beliefs, rules, assumptions, and attitudes about what is right or wrong. Please reflect on the culture of your current (or previous) workplace. As you reflect, please consider how this culture came to be by illustrating the positive and negative cultural forces, and what could be changed to make your work place better.	20%
Assignment 4   Final Project	The objective of this assignment is to demonstrate your understanding and application of the concepts and theories represented in the course material.	20%
Participation	Ongoing	20%

### Usage of GenAI

Please be advised that in this course you are **not authorized** to use any form of generative AI. In order to successfully complete course activities, **generative AI is not required nor welcomed**. Students should not make any use of generative AI tools such as ChatGPT, Grammarly, among others that use AI for content generation and editing. As the University of Victoria states in its Academic Integrity Policy “Academic integrity requires commitment to the values of honesty, trust, fairness, respect, and responsibility.”. Therefore, I expect you to comply with the course syllabus and I encourage you to enhance your academic experience in this course by refraining from using generative AI.

### Attendance Requirements

The course emphasizes **active engagement, collaborative teamwork, and hands-on learning**. Attendance is crucial and considered mandatory for all participants for all sessions (full 3 hours) of the course. Please inform your

instructor in advance if you're unable to attend any class sessions. Please note that missing more than one session (3 hours) requires a valid and sufficient reason for absence with verifiable circumstances that substantially prevent your attendance. Your commitment to active participation significantly contributes to your learning experience in this course.

### Participation Expectations

- Instructors will track attendance and participation throughout the term. Students who do not attend class may be assigned an "N" grade for the course. Attendance will be taken within the first 15 minutes of class and may be taken later as a second check.
- **If you arrive later than 15 minutes, the door will be closed. Please wait until breaktime to enter the class.**
- Instructors can assign a **final grade of N or refuse** a student to **write a final exam, final assignment, or any assignment that follows multiple absences** or misconduct **if a learner has failed to meet the course's minimum attendance requirements** as identified above. They may also refuse admission to a lecture, learning activity, assignment, or exam because of lateness, misconduct, inattention, or failure to meet the responsibilities of the course noted in this outline.
- The instructor reserves the right to not grade assignments submitted by students who have not maintained regular attendance and participation, and a zero grade being assessed for non-submission.
- Missing **more than one session (3 hours)** requires a valid and sufficient reason for absence.
- Arrive on time and remain for the full session; leaving without permission will be marked **absent**. Please note that work schedule conflicts as well as car, bus, carpooling, or ferry delays are generally not accepted as sufficient reasons for absence beyond the one-session limit.
- Students are expected to actively interact with **course materials, peers, and instructors**, including contributing to discussions and teamwork.
- Students are expected to complete assignments and assessments on time and submit work by the due date.
- **Technology use** (cell phones, tablets, laptops, smart glasses/ watches) must be limited to course-related activities only.
- Participation includes respectful active listening, not just talking.
- This course is delivered in a collaborative, discussion-based learning environment. Students are expected to demonstrate respectful and attentive behaviour at all times.
- University policy allows an instructor to refuse a student admission to class because of lateness, misconduct, disruptive behaviour, inattention, or failure to meet the responsibilities of the course.
- It is students' responsibility to be familiar with the criteria in which they are being assessed for this course. Please refer to the specific information under each assessment.

### Group Participation Expectations

- Active participation in group work and meetings is required. Students who fail to attend or contribute to group work may be removed from their group, at the instructor's discretion, and deemed ineligible to participate in or receive marks for the group project, including the group presentation.