

***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:

- define Organizational Behavior and its' role
- explain why understanding human behavior is essential for success in management
- implement need, process and reward theories of motivation
- utilize the types of power to achieve organizational goals
- choose and apply appropriate leadership styles
- practice individual, group and optimal decision-making processes
- describe organizational culture, how it is created and shaped and its impact on employees
- understand 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, 9th 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.

Intensive Schedule

Day	Topics	Priority Readings
Class 1	<ul style="list-style-type: none"> • Introduction to Organizational Behaviour • Organizational Culture and Change • Perception, Personality and Emotions 	<ul style="list-style-type: none"> • Sections 1.2 and 1.4 • Sections 2.1, 2.2, and 2.3 • Sections 10.1, 10.3, and 10.4 • Sections 14.2 and 14.4
Class 2	<ul style="list-style-type: none"> • Communication – Conflict and Negotiation • Groups and Teamwork- 	<ul style="list-style-type: none"> • Sections 7.1 and 7.2 • Sections 9.1, 9.2 and 9.4 • Sections 6.1, 6.3 and 6.4
Class 3	<ul style="list-style-type: none"> • Values, Attitudes and Diversity- • Team Presentations 	<ul style="list-style-type: none"> • Sections 3.1, 3.3, and 3.5 • The 6 Dimensions of International Culture
Class 4	<ul style="list-style-type: none"> • Leadership • Power and Politics 	<ul style="list-style-type: none"> • Sections 11.1 and 11.3 • Sections 8.1, 8.3 and 8.5
Class 5	<ul style="list-style-type: none"> • Decision-Making, Creativity and Ethics • Motivation – Theories and Applications 	<ul style="list-style-type: none"> • Sections 12.1, 12.2, and 12.3 • Sections 4.1, 4.2 and 4.5

Assignments & Evaluation

Short Assignment Description	Due Date and Time	Weighting
Positive Participation	Attendance is a significant factor as the course is compressed into 5 days. Because this course is focused on skills, engagement in practise and exercises during the class is also of significance.	25%
Capstone Project – Part 1: Personality Types & Emotional Intelligence	The focus of this individual assignment is on the application of <i>Personality Types & Emotional Intelligence</i> to your professional experience within an organization	15%
Capstone Project – Part 2: Communication and Conflict Management	The focus of this individual assignment is on the application of <i>Communication and Conflict Management</i> skills to your professional experience within an organization	15%

Capstone Project – Part 3:	The focus of this Team presentation is on the Intercultural challenges faced as students or employees in Canada	15%
Capstone Project – Part 4: Power and Politics Leadership Styles	The focus of this individual assignment is on the application of <i>Power and Politics and Leadership Styles</i> to your professional experience within an organization	15%
Capstone Project – Part 5: Top three take-aways	Summarization of the top three take-aways from the course and descriptions of how they will be applied in your professional role	15%

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.