

The University of Western Ontario
Management and Organizational Studies

Management and Organizational Studies 180
Section 001
Organizational Behaviour

Course Outline
September 2007- April 2008

Professor Kathleen Dindoff (Sept. – Dec.)
Office: SSC Room 2233
Phone: 661-2111 Ext 82298
E-mail: dindoff@uwo.ca
Course Website on WebCT

Office Hours: Wednesdays, 3:30-4:30pm
or by appointment

OBJECTIVES

This course introduces the student to multidisciplinary approaches to human behaviour in organizational settings. Attention will be paid to both public and private sector organizations. A variety of issues will be examined from the perspective of the manager as well as those of the worker, the client and the citizen.

Accordingly, the major objectives of Management and Organizational Studies 180 are:

- to provide an overview of the influential theoretical perspectives and research findings in the field of organizational behaviour;
- to offer a set of conceptual frameworks, methodological approaches, and analytical skills which are useful in increasing our understanding of human behaviour in organizations;
- to provide opportunities to practice the use of these conceptual frameworks through their application to organizational problems;
- to challenge the student to think analytically and creatively about significant issues facing organizational stakeholders now and in the future.

Section 001 will be held on Monday from 11:30 to 1:30 p.m. in Talbot College, Room 141. You must attend the section in which you are registered. Although there is another section of MOS180, the two sections are NOT interchangeable

TEXTBOOKS

Johns, Gary & Saks, Alan (2008). *Organizational Behaviour: Understanding and Managing Life at Work*, 7th edition. Toronto: Pearson Education Canada.

Mintzberg, Henry (1981). "Organizational Design: Fashion or Fit?" *Harvard Business Review*.

STUDY GUIDE

The publishers no longer print a study guide. However, they do provide a Web site: <http://www.pearsoned.ca/johns/> **This site includes sample multiple choice questions. Although it is a good idea to go over these questions, be warned that they are often simpler than the ones used on the tests.**

EVALUATION

		Weight
First Test	(Monday October 29)	25%
Second Test	(December Exam period)	25%
Third Test	(Monday February 12)	25%
Fourth Test	(April exam period)	25%

Format of Tests. The structure of the four tests will vary. The first and third tests will consist of a combination of short answer and multiple choice questions. The tests scheduled during the regularly scheduled exam time period (i.e., December and April – Tests 2 and 4) consist entirely of multiple choice questions. When marking the multiple choice questions, software will be used that checks “for unusual coincidences in answer patterns that may indicate cheating”.

Marks will be posted on the course WebCT site.

ADD/DROP DEADLINES

Friday September 14	Last day for ADDING a full course
Friday November 30	Last day for DROPPING a full course

POLICY ON EXAMINATIONS

Students are expected to write tests at the scheduled time. There is no formally scheduled makeup exam. In the event that the students miss a test, they should get in touch with me ASAP. No student will be permitted to write an exam early. Students are expected to write exams at the scheduled times, so please keep this in mind when booking flights home. According to University policy, "students who fail to appear for an examination at the time set in the timetable will not be allowed to write the examination thus missed. Students should report this irregularity immediately to the office of their dean. They may, with the approval of the chair of the department concerned, petition the dean for standing or permission to write a special examination. Petitions will be entertained only when they are submitted on compassionate grounds with supporting documents." *Western Calendar*.

LECTURE OUTLINE

Below is a tentative list of the lectures for this course. There may be departures from this list as some topics take up more (or less) time than is scheduled. The readings corresponding to the lectures are listed below.

The evening before the class I will post the PowerPoint lecture outlines on the course WebCT site. These notes are not intended to be a substitute for attending class. This material will be expanded upon in class and other material may be discussed. There may also be overheads, videos, guest speakers or other slides presented that have not been included in the posted PowerPoint presentation.

I will not remind you to read the pages for the next class. The reading is your responsibility. Also, I may not "go over" all of the text material in class. That would be intolerably boring for all of us. Nevertheless, all the assigned material and lectures are fair game for the tests and exams.

FIRST TERM LECTURE SCHEDULE

Date of Class	Topics	Text Readings
September 10	Introduction to Organizational Behaviour Historical Perspectives on Management	Chapter 1 pp 1-14
September 17	The Manager & Management: Contemporary Approaches & Issues	Chapter 1 pp15-27
September 24	Research Methods	Appendix
October 1	Personality & Learning	Chapter 2
October 8	No class: Thanksgiving Holiday	
October 15	Personality & Learning Perception, Attribution & Judgment of Others	Chapter 2 Chapter 3
October 22	Perception, Attribution & Judgment of Others (cont.)	Chapter 3
October 29	FIRST TEST	Chapters 1, 2, 3 and Appendix
November 5	Values, Attitudes and Job Satisfaction	Chapter 4
November 12	Theories of Work Motivation	Chapter 5
November 19	Motivation in Practice	Chapter 6
November 26	Groups & Teamwork	Chapter 7
December 3	Special Topic	
December Exam Period	SECOND TEST	Chapters 4-7

SECOND TERM LECTURE SCHEDULE: Announced at the start of the second term

ENGLISH LANGUAGE PROFICIENCY

"Each student granted admission to Western must be proficient in spoken and written English. Students must demonstrate the ability to write clearly and correctly. Work presented in English in any subject, at any level, which shows a lack of proficiency in English and is therefore unacceptable for academic credit, will either be failed or, at the discretion of the instructor, returned to the student for revision to a literate level." See the current *Western Calendar*.