



**Management and Organizational Studies
180 Section 002**

Organizational Behaviour (OB)

September 2007 to April 2008, Room: Somerville House 3345

Professor:

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Lecture Information:

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Room: 2234
Course Time: 1.30-3.30 Tuesday
Office Hours: 4.00-6.00 Tuesday,
and by appointment

Teaching Assistant:

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Objectives

This lecture course introduces you to multidisciplinary approaches to human behaviour in organizational settings. We will address this topic at four levels of analyses: the level of the individual, the dyadic level, the team level, and the level of the organization. Topics to be covered include personality, learning, attribution, stress, motivation, job satisfaction, communication, conflict, power, leadership, decision making, teams, managing diversity, creativity, innovation, organizational learning, and organizational change.

The major objectives of the lecture 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 analytic skills which are useful in increasing our understanding of human behaviour in organizations;
- to provide opportunities to practice the use of these frameworks through their application to organizational problems;
- to challenge you to think analytically and creatively about significant issues facing organizational stakeholders now and in the future.

Upon completion of this full-year course, students should be familiar with both the science and practice of Organizational Behaviour.

Lecture Sections

There are two sections of the OB lecture. One section will be taught by my colleague Joan Finegan. The other one will be taught by me. **You must attend the section in which you are registered. The two sections are NOT interchangeable.**

Textbook

Textbook: Johns, G., & Saks, A. M. (2008). *Organizational Behaviour. Understanding and Managing Life at Work* (7th ed.). Toronto: Prentice Hall.

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. While it is a good idea to go over these questions, be warned that they are often simpler than ones used on the tests.

Evaluation/Exam Dates

First Test	October 16	25%
Second Test	December (Exam period)	25%
Third Test	February 19	25%
Final Exam	April (Exam period)	25%

Format of the Tests. The format of the four tests will vary. The first, second and third tests will consist of multiple choice questions. The final exam will consist of a combination of short answer and 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”. (Note: The format of makeup exams might be different.) Tests are not cumulative. Marks will be posted on my Web site immediately after marking the exams <http://www.ssc.uwo.ca/bacs/faculty/dkrause/> As noted above, each test will account for 25 % of the final course grade.

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 students will be permitted to write an exam earlier. Once again, students are expected to write exams at the scheduled times so please keep these dates in mind when booking flights home etc.. 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 chairman 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 you will find a tentative list of the lectures that will be covered this term. 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. I will NOT post the power point lecture notes on the Web site but I will provide some important slides for you. You can buy these slides in the bookstore (ask for OB 180/002). These notes are NOT intended to be a substitute for attending class. This material will be expanded upon in class and other material might be discussed. There may also be overheads presented that have NOT been included in the power point presentation. Remember that I will NOT remind you to read the pages for the next class. The reading is your responsibility. Also, I may NOT necessarily “go over” all of the text material in class. That would be intolerably boring for all of us. Nevertheless, all the assigned material is fair game for the tests and exams.

LECTURE SCHEDULE First Part from September to December 2007

Date	Topic	Readings
September 11	Course Introduction, and Introduction to OB	pp. 2-11, pp. 17-23
September 18	Historical Perspectives	pp. 12-16, p. 600
September 25	Personality, and Learning	pp. 38-61
October 2	Perception, Attribution, and Judgment of Others	pp. 72-94
October 9	Stress at Work, and Job Satisfaction	pp. 456-472, pp. 125-142
October 16	FIRST EXAMINATION	--
October 23	Work Motivation	pp. 149-177
October 30	Communication	pp. 336-363
November 6	Organizational Conflict	pp. 442-456
November 13	Power, and Influence in Organizations	pp. 406-418, pp. 421-426
November 20	Career Management	--
November 27	Leadership I: Leadership Classics	pp. 297-314
December 4	Leadership II: Modern Approach, Exam Preparation	pp. 314-325
Exam Week Dec 7 to 19	SECOND EXAMINATION	--