

## Winter 2023 Course Syllabus

### **MOS 1021B Section – 001** **Introduction to** **Consumer Behavior** **& Human Resources** Course Mode (In-Person)

Instructor: Michael Aloisio

Office: SSC 9336

Office Hours: Wednesdays, 10:30am – 12:30pm or by appointment

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#### **1. Course Information:**

##### **1.1 Class Location and Time:**

Wednesdays, 6:30pm – 9:30pm in NSC 145

##### **1.2 Course Description:**

This course introduces students to the study of management and organizations based on best available evidence. Topics covered may include consumer behavior, human resource management, business processes, intercultural relations, and multinational corporations in a globalized economy. These topics are fundamental to understanding managing people, consumer choice, and global commerce.

3 lecture hours, 0.50 course

Antirequisite(s): None

Prerequisite(s): Enrolment in BMOS on Main Campus or Music Administrative Studies (MAS)

##### **1.3 Accessibility:**

DAN Department of Management & Organizational Studies strives at all times to provide accessibility to all faculty, staff, students and visitors in a way that respects the dignity and independence of people with disabilities.

Contact Academic Support & Engagement at <http://academicsupport.uwo.ca/> for information about Western's Accessible Education.

More information about "Accessibility at Western" is available at: <http://accessibility.uwo.ca>

## 1.4 Land Acknowledgement:

We acknowledge that Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lūnaapéewak and Attawandaron peoples, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (e.g. First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.

<https://indigenous.uwo.ca/initiatives/docs/indigenous-land-acknowledgment.pdf>

## 1.5 Senate Regulations

Senate Regulations state, “unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you will be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites.”

This regulation is in regard to the PREREQUISITE COURSES required.

**Students not in BMOS are permitted to enroll in up to 1.0 MOS courses**, per the Academic Timetable. The requirement that states you must be in BMOS is lifted during registration on the priority lift dates as noted in the [Timetable](#).

## 2. Course Materials

Our textbook is a custom course textbook developed specifically for the course titled *Introduction to Consumer Behaviour and Human Resources* (ISBN: 9780136561088) and draws from *Human Resource Management* by Gary Dessler and from *Think Marketing* by Keith J. Tuckwell. **This textbook is required.**

The textbook is available through The Book Store at Western and can be purchased [here](#).

Additional course materials will be made available via the course OWL site. Students are responsible for checking the course OWL site (<http://owl.uwo.ca>) on a regular basis for news and updates. This is the primary method by which information will be shared to all students in the class.

If students need assistance with the course OWL site, they can seek support on the OWL Help page. Alternatively, they can contact the Western Technology Services Helpdesk. They can be contacted by phone at 519-661-3800 or ext. 83800.

## 3. Course Objectives and Format

The DAN Department of Management and Organizational Studies as a whole draws upon an evidence-based management approach. Evidence-based management is the systematic process of gathering evidence from multiple sources, critically appraising the evidence, and using that evidence in making and evaluating management decisions to improve organizational performance.

### 3.1 Course objectives

This course will provide students with an introduction to current topics in human resource management, consumer behavior, and marketing, and clarify the strategic role of relevant concepts, processes, and procedures within organizational settings.

### 3.2 Course format

The course will consist of nine (9.0) unique sessions and three (3.0) exams, all delivered in-person.

Each individual session will consist of a lecture and assigned readings.

Ahead of lectures students will be provided with **abbreviated** lecture slides in PDF and PowerPoint format. These will be shared via the course OWL site. This material is meant to aid students in notetaking during lectures. They are not a comprehensive summary of all the information covered in each lecture and should not be treated as a replacement for attending lectures.

Assigned readings will be drawn from the course custom text and any additional material provided by the instructor. A list of assigned readings will be made available via the course OWL site and under each session tab there. Any additional material provided by the instructor will also be made available via the course OWL site. Students are expected to review this material and to make their own notes as they complete these readings.

Please note that the material covered in the lectures and in the assigned readings can and will differ. Not every concept covered in one will be covered in the other. The two sources should be approached as complementary – two parts of a whole – rather than redundant. For our exams, you are responsible for all material from the assigned readings and all content from lectures. As such, students who want to do well in this course are strongly encouraged to attend lectures on a regular basis.

There are no labs or tutorials in this course.

## 4. Learning Outcomes

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

Describe the key principles and steps involved in analyzing jobs as well as recruiting, selecting, training, and managing the performance of employees, with consideration for the ethical guidelines, laws, and research in the field.

Describe the consumer purchase decision process and the influences on consumer decisions, including the psychological, sociocultural, situational, and marketing mix influences.

Differentiate among the careers available in consumer behaviour and human resources in order to make an informed decision about which specialization to pursue.

## 5. Evaluation

Evaluation in this course will be based on our examinations and the mandatory research component. Details on both are included below.

Students are **REQUIRED TO COMPLETE ALL COMPONENTS** of this course. There are no exceptions to this. Extra assignments to improve grades will **NOT** be allowed.

**Grades will not be adjusted on the basis of need. It is important to monitor your performance in the course. Remember: You are responsible for your grades in this course.**

The DAN Department has a grade policy which states that for courses in the 1000-2000 range, the class average must fall between 65% and 70% for all sections of a course taught by the same instructor. In very exceptional circumstances only, class averages outside this range may be approved by the Undergraduate Chair or Chair. Class averages are not grounds for appeal.

## **Examinations**

Exam 01 (Wednesday, February 8<sup>th</sup> from 7:00pm-9:00pm) = 32%  
Exam 02 (Wednesday, March 15<sup>th</sup> from 7:00pm-9:00pm) = 34%  
Exam 03 (during examination period scheduled by the Registrar) = 34%  
Total = 100%

Exams are **multiple choice in format**. Each exam, in total, will be scheduled for **2 hours in length**, **consist of 70 questions**, and be **closed book examinations**. Dictionaries are NOT allowed into the examinations. Digital or electronic devices of any kind, including but not limited to smartphones, smart watches, calculators, and tablets, are NOT permitted at exams.

**If you are a student who requires extra time accommodations, please ensure that your accommodations are active on the Accommodated Exams website for this course 10 days before the exam.**

**Exams are non-cumulative.** Each exam will cover the previous three (3.0) sessions worth of material. As such, Exam 01 will cover material from Sessions 01-03, Exam 02 will cover material from Sessions 04-06, and Exam 03 will cover material from Sessions 07-09. Students are responsible for all material covered in the lecture recordings and assigned readings from each session.

**Exams 1 and 2 will be written during class time.** Exam 3 will be scheduled during the final exam period. Multiple exam versions will be created for each exam, and exam versions will be randomly assigned to students. Exams will not be returned to students but may be reviewed in the instructor's office.

## **Mandatory Research Component**

A central characteristic of scientific knowledge is that it is based on systematic observations drawn from empirical research studies. This is also true for management/organizational knowledge about human behaviour, be it in the workplace or the marketplace, which is based on observations from research studies carried out in either natural or laboratory settings. To familiarize students with the methods of scientific research studies, and to provide first-hand experiences with the procedures presented in lectures, MOS 1021 includes a mandatory research experience component.

This research participation component requires students to earn three (3.0) research credits during the term by (a) participating in research studies and/or (b) completing article reviews. Students can complete any combination of research studies and article reviews to earn their three (3.0) research credits.

**Participating in Research Studies:** The research study component involves completing tasks and/or questionnaires about topics related to human resources or consumer behaviour. Each research study will take less than one hour to complete and will count for either 0.5 credits or 1.0 credits. Shorter studies will be worth 0.5 credits each, while longer studies will be worth 1.0 credits each. Students can sign up for studies at: <https://uwo-danmos.sona-systems.com/>.

Information about accessing the online system and other important details about the research study component will be provided by the instructor via our course OWL site early in the term.

**Please note:** Students who sign up for a study but do not then complete that study on two occasions will have no further opportunity to participate in research studies. Instead, the students must complete the article review option or receive a deduction to their grade (2 percentage points per credit missed).

**Completing Article Reviews:** The article review component involves reading and answering a series of questions about a research article chosen from a selection available online at the DAN Management website. Each article review will count for 1.0 credit. All article reviews must be submitted to the appropriate assignments tab on our course OWL site by 4:00pm on April 6, 2023.

**Please note:** Your article review will be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

**Students who fail to earn three (3.0) credits by 4:00 p.m. on April 6, 2023 will have two (2.0) percentage points deducted from their final grade for each credit that they fail to earn (for a maximum possible deduction of six (6.0) percentage points from their final grade). For example, a student who earned a grade of 60% in the course but did not earn any of the research credits would finish the course with a grade of 54%.**

It is your responsibility to ensure that you have completed the required number of credits by the deadline. Students who disagree with or wish to appeal their research participation grade will have until the date of their final exam in MOS 1021 to do so. No revisions to the research participation grade will be made after this date.

Please refer to the course website (<https://owl.uwo.ca>) and the DAN Management website (<https://dan.uwo.ca>) for more information.

## 6. Lecture and Examination Schedule

See Schedule on OWL

## 7. Student Responsibilities

Students should familiarize themselves with Western University Senate Regulations, please see: [http://www.uwo.ca/univsec/academic\\_policies/index.html](http://www.uwo.ca/univsec/academic_policies/index.html).

Material covered in lectures will not always be the same as material covered in the textbook. These two sources should be viewed as complimentary and not redundant. As such, students who want to do well in this course are **strongly encouraged** to attend lectures on a regular basis. Please note that the instructor will not be providing copies of lectures notes or overheads. Therefore, if you miss a lecture, you should try to obtain this material from another student.

### 7.1 Respect

Please act respectfully towards the classroom, the Professor and your fellow students. Acting respectfully means arriving on time, turning off phones, avoiding private discussions during lectures, refraining from viewing non-course material on your laptops, and cleaning up after yourself. Acting respectfully provides a better learning experience for everyone.

Private in-class discussions are distracting to students and the Professor. If other students are distracting your attention from the material, you should ask them to be quiet. If you feel uncomfortable doing this (or the problem persists), please see the instructor.

Late arrivals are also distracting. Please try to arrive on time for classes.

### 7.2 No Recording of Classes

Students are not permitted to record any portion of a class, audio or video, without the prior written permission of the professor.

### 7.3 Copyright Notice

Lectures and course materials, including power point presentations, outlines, and similar materials, are protected by copyright. You may take notes and make copies of course materials for your own educational use. You may **not** record lectures, reproduce (or allow others to reproduce), post or

distribute lecture notes, wiki material, and other course materials publicly and/or for commercial purposes without my written consent.

## **8. Exam Policies**

### **IN-PERSON**

- Bring student identification to exams.
- Nothing is to be on/at one's desk during an exam except a pencil, an eraser, and the individual's student card
- Do not wear baseball caps to exams
- Do not bring smartphones, smart watches, calculators, and tablets, or other electronic devices to exams.

## **9. E-mail Policies**

The following policies apply to all emails between students and the Professor. Please respect the fact that the Professor receives hundreds of emails from students and must deal with those emails in a fair and organized manner. Unacceptable emails will receive a reply saying only "Please see Email Policies on the course outline".

### **9.1 UWO.CA Email Addresses Only**

For privacy reasons, students must use their Western email accounts to contact the Professor. The Professor will not respond to emails from non-uwo.ca addresses (e.g. hotmail.com, gmail.com, etc.).

### **9.2 Subject Line Must Include Course and Section Number**

The subject line of emails must contain the name or number of the course, and the section number in which the student is enrolled. The Professor teaches different courses and sections and cannot properly respond to questions if he does not know which course or section you are enrolled in.

### **9.3 Acceptable Emails**

- questions about the course content or materials
- asking to set up an appointment to ask questions or review an exam
- notification of illness or other special circumstances
- providing constructive comments or feedback about the course

### **9.4 Unacceptable Emails**

- questions that may be answered on OWL or on this course outline
- asking when grades will be posted
- asking what grade a student received
- asking where or when an exam is scheduled or the material covered on an exam
- requests for grade increases, extra assignments, or reweighting of course components

## **10. Attendance**

It is expected that students will attend all classes. The professor does not provide access to lecture notes. Students are encouraged to obtain missed lecture notes from a fellow student.

### **10.1 Short Absences.**

If you miss a class due to minor illness or other problems, check your course outlines for information regarding attendance requirements and make sure you are not missing a test or exam. Cover any readings and arrange to borrow the missed lectures notes from a classmate.

## 10.2 Extended Absences.

If you are absent more than approximately two weeks or if you get too far behind to catch up, you should consider reducing your workload by dropping one or more courses. The Academic Counsellors can help you to consider the alternatives. At your request, they can also keep your instructors informed about your difficulties.

## 11. Grade Fairness

Fairness requires that all students be treated equally and be evaluated using the criteria set out in this course outline. The evaluation criteria are based on actual achievement and not on how hard a student has tried.

Claims by students of an excellent academic history, good attendance record, need to obtain or maintain a scholarship, desire to be admitted to Ivey or graduate school, or other personal issues, cannot be used to justify a higher grade in the course or a reweighting of course components. There is no extra work or assignments available for extra credit or to “make up” for a course component that was missed or performed poorly.

**You, the student, are responsible for the grades earned.**

## 12. Posting of Grades

Midterm exam grades will be posted on OWL once the grades are available. Final exam grades and final course grades are not posted on OWL and are available once they have been posted by the Registrar under “Academic Summary” at the Student Centre website.

## 13. University Policy Regarding Illness, Absence and Accommodation

### 13.1 Illness

Students will need to provide a Student Medical Certificate if the absence is medical or provide appropriate documentation if there are compassionate grounds for the absence in question. Students are encouraged to contact their Faculty Academic Counselling office to obtain more information about the relevant documentation.

For privacy reasons, students should also note that individual instructors should not receive documentation directly from a student, whether in support of an application for consideration on medical grounds, or for other reasons. All documentation required for absences must be submitted to the Academic Counselling office of a student's Home Faculty.

For details on the Policy on Accommodation for Medical Illness, go to:

[https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/accommodation\\_medical%2015JUN.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_medical%2015JUN.pdf)

Students can download the Student Medical Certificate (SMC) here:

[https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/medicalform.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf)

### 13.2 Accessible Education

Students with disabilities work with Accessible Education (formerly SSD) which provides recommendations for accommodation based on medical documentation or psychological and cognitive testing. The accommodation policy can be found here:

[https://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/Academic\\_Accommodation\\_disabilities.pdf](https://www.uwo.ca/univsec/pdf/academic_policies/appeals/Academic_Accommodation_disabilities.pdf)

Students needing access to Accessible Education should register here:

[http://academicsupport.uwo.ca/accessible\\_education/index.html](http://academicsupport.uwo.ca/accessible_education/index.html)

### 13.3 Religious Accommodation

Students should consult the University's list of recognized religious holidays, and should give reasonable notice in writing, prior to the holiday, to the Instructor and an Academic Counsellor if their course requirements will be affected by a religious observance. Additional information is given in the Western Multicultural Calendar.

### 13.4 Make Up Examinations

The student must write a make-up exam if the regularly scheduled exam is missed for reasons for which adequate documentation is received by the instructor (this documentation must be supplied by the Academic Counseling office).

The date and time of the make-up examination will be set by the instructor, who will communicate the date to the student.

If a student is unable to meet the scheduled make-up as agreed, then the student is responsible for obtaining new accommodations from Academic Counselling, and seeking a new make-up date with the instructor within a reasonable time frame.

## 14. University Policy on Cheating and Academic Misconduct

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following Web site: [http://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/scholastic\\_discipline\\_undergrad.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_undergrad.pdf)

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offenses. Students are urged to read the section on Scholastic Offenses in the Academic Calendar.

Note that such offenses include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. If you are in doubt about whether what you are doing is inappropriate, consult your instructor. A claim that "you didn't know it was wrong" will not be accepted as an excuse.

A copy of guidelines about how to avoid cheating can be obtained from the Office of the Ombudsperson, Room 3135 WSSB, (519) 661-3573, [ombuds@uwo.ca](mailto:ombuds@uwo.ca).

Cheating on exams will not be tolerated; students are referred to the university policy on scholastic offenses. Looking at the test of another student, allowing another student to view your exam, or obtaining information about a test in advance are all examples of cheating.

Students found cheating will receive a zero (0%) on that exam. A number of safeguards will be employed to discourage cheating. For example, examination supervisors (proctors) of the tests may ask students to move to another seat during the exam, cover their paper, avert their eyes from other students' papers, remove baseball caps, etc. This is not meant as a personal affront nor as an accusation of cheating, rather as vigilant attempts at proctoring.

The penalties for a student guilty of a scholastic offense include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.



## 15. Procedures For Appealing Academic Evaluations

1. In the first instance, all appeals of a grade must be made to the course instructor (informal consultation).
2. If the student is not satisfied with the decision of the course instructor, a written appeal must be sent to the Undergraduate Chair: Student Affairs of the Department of Management and Organizational Studies.
3. If the response of the Undergraduate Chair is considered unsatisfactory to the student, he/she may then appeal to the Dean of the Faculty in which the course of program was taken.
4. Only after receiving a final decision from the Dean may a student appeal to the Senate Review Board Academic. A Guide to Appeals is available from the Office of the Ombudsperson.

## 16. Support Services

### 16.1 Support Services

The Registrar's office provides you with information on services, courses, student finances, resources, latest news, as well as Student Central's hours of operation at <http://www.registrar.uwo.ca>

Student Support Services (*including the services provided by the USC listed here*) can be reached at: <http://westernusc.ca/services/>

Academic Support & Engagement can be reached at: <http://academicsupport.uwo.ca>

Students who are in emotional/mental distress should refer to Health and Wellness: <http://www.uwo.ca/uwocom/mentalhealth/> for a complete list of options about how to obtain help.

### 16.2 Academic Concerns.

If you are in academic difficulty, it is strongly recommended that you see your academic counsellor.