

Professors

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|--------------------------------|---------------------------|---------------------------|
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Learning Outcomes

Upon completion of this course students will be able to

- reveal insight about self and others gained through active learning exercises, case studies, and sharing personal stories.
- handle the realities of working in organizations by applying learning to scenarios and real world examples.
- assess the value of diversity as a way to improve organizational performance by utilizing the concepts of performance management and integrative negotiation.
- contribute positively to groups and organizations through integrating conflict management and teambuilding skills and by being exposed to biases and perceptual errors.
- communicate effectively in written and verbal methods through practice and refinement in presentations, debates, class discussions and assignments.
- analyze motivation to improve individual and group performance using T^r & { æ q Á [á^|Á and motivational theories.
- apply critical thinking to improve decision-making by integrating frameworks and techniques to real scenarios and case studies.
- develop ethics and values to enhance organizational performance through the application of theories regarding leadership, politics, perception and power.

Course Objectives

This course will cover the following content:

- The field of organizational behaviour and its purposes
- Perception processes and errors
- Emotions and personality traits and how they work within group dynamics
- Values and attitudes and their effects
- Motivation and empowerment of individuals and groups
- Team development and performance
- Communication barriers and effective interpersonal communication skills
- Power and politics in the workplace
- Leadership roles, issues, and factors affecting leadership effectiveness
- Organizational and personal factors affecting creativity
- Organizational culture origin, development, and effectiveness
- Change management

- Stress and the concept of a toxic workplace

Course Schedule

| Date | | Topic | Textbook | Deadline/Deliverables |
|--------------|----|--|---------------------|---|
| 2021 Week of | | Chapter from course textbook and other materials as assigned by your professor | | Bold indicates assignment due date |
| Jan. | 11 | Course introduction; What is Organizational Behaviour? | Ch. 1 | |
| Jan | 18 | Perception, Personality & Emotions | Ch. 2 | |
| Jan | 25 | Groups & Teamwork | Ch. 6 See Moodle | |
| Feb | 1 | Communication Conflict and Negotiation | Ch. 7 / 9 | |
| Feb | 8 | Values, Attitudes & Diversity | Ch. 3 | |
| Feb | 15 | READING BREAK no classes | | |
| Feb | 22 | Motivating Self and Others | Ch. 4 / 5 | |
| Mar | 1 | MID-TERM EXAM | | |
| Mar | 8 | Leadership | Ch. 11 | |
| Mar | 15 | Power and Politics | Ch. 8 | |
| Mar | 22 | Organizational Culture Decision Making | Ch. 10 Ch. 12 | |
| Mar | 29 | Creativity and Ethics Continued | Ch. 12 | |
| Apr | 5 | Organizational Change Organizational Structure | Ch. 14 Ch. 13 | |
| Apr | 12 | Course Wrap up | | |
| | | FINAL EXAM PERIOD (April 19-28) <i>See final exam schedule</i> | | |

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

Disruption of Instructional Activities (DIA) is defined as any behavior that interferes with