

Faculty of Health
Department of Psychology
PSYC 3570 3.0 A: ORGANIZATIONAL BEHAVIOUR
Tuesday 7-10pm, VH-B
Fall 2017

Instructor and T.A. Information

Instructor: Lisa Fiksenbaum, PhD
Email: lisafix@yorku.ca
Office: 403 BSB
Office Hours: By appointment

T.A.	Jeffrey Esteves
Email	jesteves@yorku.ca
Office	041 BSB
Office Hours	By appointment

EMAILING PROTOCOL (if not, emails will be deleted unread).

1. If you send an email to me or to the teaching assistant, we will endeavour to answer all email within 48 hours on weekdays. An email sent on the weekend is unlikely to be answered until the following Monday.
2. Make sure when you send email that you include:
 - a. your name and student number
 - b. make sure you include either the course number (i.e., PSYC3570) or course title (i.e., Org. Psych) in the subject line of the email; otherwise, your email will be deleted unread.

Course Prerequisite(s): Course prerequisites are strictly enforced

- HH/PSYC 1010 6.00 (Introduction to Psychology), with a minimum grade of C.
- HH/PSYC 2120 3.00 (Social Psychology)

Course Credit Exclusions

Please refer to [York Courses Website](#) for a listing of any course credit exclusions.

Course website: [Moodle](#)

Course Description

This course provides an introduction to the study of organizations from a behavioural science frame of reference. The course emphasizes psychological and social approaches to understanding basic aspects of human behaviour in all types of work organizations. Topics include: the motivation to work, individual differences, leadership and authority, and group dynamics. As well as lectures and discussions, the course emphasizes experiential learning through the use of exercises, demonstrations, and cases.

Program Learning Outcomes

Upon completion of this course, students should be able to:

1. Demonstrate in-depth knowledge in the psychology of organizational behaviour.
2. Articulate trends in the psychology of organizational behaviour.
3. Express knowledge of the psychology of organizational behaviour in written form

4. Describe and explain limits to generalizability of research findings on organizational behaviour.
5. Demonstrate ability to relate information about the psychology of organizational behaviour to own and others' life experiences.

Specific Learning Objectives

By the completion of the course, students will have increased their self-awareness and will better understand their own personality, values and attitudes while developing an understanding of motivation, decision-making, communications and power. At the end of this course, students are expected to have:

- developed more awareness of themselves (e.g. personal values and ethical beliefs, communication, learning and leadership styles);
- enhanced skills in areas such as an ability to work in teams, managing people and relationships in the workplace and critical thinking (assessment and judgement); and
- knowledge of the theories of organizational behaviour and their applications.

Required Text

- Colquitt/Lepine/Wesson and Gellatly, "Organizational Behaviour, Third Canadian Edition, McGraw Hill

Note: All tests will be based on readings from the Third Canadian Edition. If you choose to purchase a different edition, you do so at your own risk.

Course Requirements and Assessment:

Assessment	Date of Evaluation (if known)	Weighting
Exam 1	Oct 3	35
Exam 2	Nov 7	35
Exam 3	Nov 28	15
Reflection Paper	Oct 17	15
Total		100%

Description of Assignments

Reflection Paper. You are asked to write up your personal thoughts, feelings with suggested considerations based on viewing the video "The new organization: Different by design | Global Human Capital Trends 2016 by Deloitte US" (- [https://www.youtube.com/watch?v=eP7\[kjS-xOc](https://www.youtube.com/watch?v=eP7[kjS-xOc)) and mulling over selected questions. The proposed four (4) questions to mull over in order to write up a response to your reflection paper are: 1) Why do we possibly need a "new organization ... different by design"?; 2) How is it that the millennial factor might have something to say in how the new organization, different by design, could contribute to the conversation?; 3) How do you feel, think and experience what seems to be an organizational mindset shift that is going on?; 4) What is your "SI" ("Strategic Insight") contribution to furthering the conversation?

The document you submit must be ***no longer than five pages*** (12 point Times New

Roman font, 1" margins, double spaced). Make sure you run spell check and proofread your document. Carefully proofread your assignment before handing it in and ensure that you did what was asked. Assignments that are submitted late will receive a deduction in the overall assignment grade of 5% a day up to 5 days. After 5 days, you will receive a 0. Your reflection paper is due by 7pm on Tuesday, Oct. 17, 2017, via Turnitin.

Exams: There will be 3 in-class exams (exams 1 & 2 are worth 35% each, and exam 3 is worth 15%). The exams will consist of multiple choice questions. Material presented *in-class* (lectures, films) and *required readings* from the textbook will be included on the exams. Although not all text material will be covered in class, **students will be responsible for all text material on examinations.** It is important that you show up for all exams on time, as no late students will be allowed to write the exam following any student's departure from the exam room.

Grading as per Senate Policy

The grading scheme for the course conforms to the 9-point grading system used in undergraduate programs at York (e.g., A+ = 9, A = 8, B+ = 7, C+ = 5, etc.). Assignments and tests* will bear either a letter grade designation or a corresponding number grade (e.g. A+ = 90 to 100, A = 80 to 89, B+ = 75 to 79, etc.)

(For a full description of York grading system see the York University Undergraduate Calendar - [Grading Scheme for 2017-18](#))

Late Work/Missed Tests or Exams

Students with a documented reason for missing a course test, such as illness, compassionate grounds, etc., which is confirmed by supporting documentation (Attending Physician Statement which can be found at: <http://myacademicrecord.students.yorku.ca/pdf/attending-physicians-statement.pdf> may request accommodation from the Course Instructor. Further extensions or accommodation will require students to submit a formal petition to the Faculty.

It is the student's responsibility to contact the teaching assistant (or instructor) in person, by telephone, or by email, within 48 hours of the missed exam. In this email, please (a) outline the reason for your absence, and (b) confirm that you have medical or other relevant documentation to support this reason. Again, be sure to note your course section and your full name and student number in the subject header of your email. Please note that there will be one set date for the make-up test/exam - - so please make every effort to make this date. A conflict in another course during the time of the make-up is not an acceptable reason for missing the make-up (unless there is an examination in the other course at that time). No individualized testing is available unless arranged formally through one of the offices at the University (e.g., Counselling and Disability Services (CDS)).

The TA will arrange a date and time for the make-up exam. You will need to receive confirmation of the make-up examination date from the TA; you should be back in touch within a few days with the TA if you have not heard back. It is your responsibility to find out the information about when the make up test/exam is and ensure that you are set to write the make-up test/exam.

Important New Information Regarding Missed Tests

For any missed tests or late assignments, students MUST complete the following online form which will be received and reviewed in the Psychology undergraduate office.

[HH PSYC: Missed Tests/Exams Form](#). Failure to complete the form within 48 hours of the original deadline will result in a grade of zero for the test/assignment.

Add/Drop Deadlines

For a list of all important dates please refer to: [Fall/Winter 2017-18 - Important Dates](#)

	FALL (F)	YEAR (Y)	WINTER (W)
Last date to add a course without permission of instructor (also see Financial Deadlines)	Sept. 20	Sept. 20	Jan. 17
Last date to add a course with permission of instructor (also see Financial Deadlines)	Oct. 4	Oct. 18	Jan. 31
Drop deadline: Last date to drop a course without receiving a grade (also see Financial Deadlines)	Nov. 10	Feb. 9	March 9
Course Withdrawal Period (withdraw from a course and receive a grade of "W" on transcript – see note below)	Nov. 11 - Dec. 4	Feb. 10 - Apr. 6	March 10 - Apr. 6

***Note:** *You may withdraw from a course using the registration and enrolment system after the drop deadline until the last day of class for the term associated with the course. When you withdraw from a course, the course remains on your transcript without a grade and is notated as "W". The withdrawal will not affect your grade point average or count towards the credits required for your degree.*

Information on Plagiarism Detection

The University does not look favourably on cheating of any kind and the penalties for doing so are very harsh. Become familiar with the rules and regulations regarding cheating/plagiarism and academic honesty. Go to the following website <http://www.yorku.ca/academicintegrity> and read the section "For Students."

This course uses Turnitin software via Moodle for plagiarism detection in assignments. Your paper will be entered into the Turnitin.com reference database for textual similarity analysis. You have the right to refuse this service and request an alternative method of submitting your assignment.

Electronic Device Policy

Electronic devices are allowed in class. Please be respectful of other students and make sure all devices are placed on silent mode and that information on your electronic device pertains to the course while in class (e.g., class slides). Cell phones should not be used during lecture. If you need to text or call someone, please leave the lecture to do so.

Attendance Policy

An important teaching vehicle is interactive case analysis and discussion. Reading assignments, short simulation exercises, debates and videos have also been chosen to expand your opportunities to learn, discuss and debate. Class preparation and contribution is therefore a key factor in the success of the course. Given that this course includes a mix of students from diverse backgrounds, mutual learning is an essential objective. You are expected to come to each class having read the case and/or readings. A willingness to openly share knowledge and perspectives both in class and online is crucial.

Regular class attendance is strongly recommended. Reading the textbook and listening in class are essential for successful performance in this course. If you miss a lecture, it is your own responsibility to find out what you have missed (e.g. by asking a fellow classmate for their notes); the **instructor and teaching assistant do not provide lecture notes for students.**

Academic Integrity for Students

York University takes academic integrity very seriously; please familiarize yourself with [Information about the Senate Policy on Academic Honesty](#).

It is recommended that you review Academic Integrity by completing the [Academic Integrity Tutorial](#) and [Academic Honesty Quiz](#).

Test Banks

The offering for sale of, buying of, and attempting to sell or buy test banks (banks of test questions and/or answers), or any course specific test questions/answers is not permitted in the Faculty of Health. Any student found to be doing this may be considered to have breached the Senate Policy on Academic Honesty. In particular, buying and attempting to sell banks of test questions and/or answers may be considered as “Cheating in an attempt to gain an improper advantage in an academic evaluation” (article 2.1.1 from the Senate Policy) and/or “encouraging, enabling or causing others” (article 2.1.10 from the Senate Policy) to cheat.

Electronic Devices During a Test/Examination

Electronic mobile devices of any kind are not allowed during a test or examination. Students are required to turn off and secure any electronic mobile device in their bag which is to be placed under the chair while a test/exam is in progress. Any student observed with an electronic device during a test/exam may be reported to the Undergraduate Office for a potential breach of Academic Honesty.

Academic Accommodation for Students with Disabilities

While all individuals are expected to satisfy the requirements of their program of study and to aspire to do so at a level of excellence, the university recognizes that persons with

disabilities may require reasonable accommodation to enable them to do so. The [York University Accessibility Hub](#) is your online stop for accessibility on campus. The [Accessibility Hub](#) provides tools, assistance and resources. Policy Statement.

Policy: York University shall make reasonable and appropriate accommodations and adaptations in order to promote the ability of students with disabilities to fulfill the academic requirements of their programs.

The nature and extent of accommodations shall be consistent with and supportive of the integrity of the curriculum and of the academic standards of programs or courses. Provided that students have given sufficient notice about their accommodation needs, instructors shall take reasonable steps to accommodate these needs in a manner consistent with the guidelines established hereunder.

For Further Information please refer to: [York university academic accommodation for students with disabilities policy](#).

Course Materials Copyright Information

These course materials are designed for use as part of the PSYC3570 course at York University and are the property of the instructor unless otherwise stated. Third party copyrighted materials (such as book chapters, journal articles, music, videos, etc.) have either been licensed for use in this course or fall under an exception or limitation in Canadian Copyright law.

Copying this material for distribution (e.g. uploading material to a commercial third-party website) may lead to a violation of Copyright law. [Intellectual Property Rights Statement](#).

Course Schedule

Date	Topic	Reading Preparation (excluding cases and optional readings)
1. Sept 12	Introduction. What Is Organizational Behaviour?	Read Course Outline Read Chapter 1 of the text
2 Sept 19	Job Performance and Organizational Commitment	Chapters 2 & 3
3. Sept. 26	Job Satisfaction and Motivation	Chapters 5 & 7
4. Oct. 3	Exam 1	Chapters 1, 2, 3, 5, 7
5. Oct. 10	Team Characteristics and Processes	Chapter 11
6. Oct. 17	Leadership Styles and Behaviour	Chapter 13
7. Oct. 24	Power, Influence and Negotiations	Chapter 12

Date	Topic	Reading Preparation (excluding cases and optional readings)
8. Oct. 31	Organizational Culture and Change	Chapter 15
9. Nov. 7	Exam 2	Chapters 11,13, 12, & 15
10. Nov. 14	Stress	Chapter 6
11. Nov. 21	Personality, Culture and Values	Chapter 4
12. Nov. 28	Exam 3	Chapters 6 & 4

Note. List of topics and weekly schedule subject to change by course instructor. Any changes will be announced in class and posted on Moodle.