Course Outline

Course Code	RSM 260 H1 F
Course Name	Organizational Behaviour
Term, Year	Summer, 2023
Course Schedule	L5101 Tuesday 6-8 pm, Thursday 6-8 pm – WO 35
Web page URL	https://q.utoronto.ca

Instructor Details

Name	Email	Office Hours
Brendan Strejcek	brendan.strejcek@rotman.utoronto.ca	By appointment (via Zoom)

TA Details

Name	Email	Office Hours
Paul Giurgeu	paul.giurgeu@mail.utoronto.ca	By appointment (via Zoom)

Course Scope, Mission, and Learning Outcomes

This course is designed to provide you with an in-depth introduction to the broad range of theory, research, and practice in organizational behaviour. Organizational behaviour is the study of how individuals and groups impact the behaviour within an organization. As managers or as employees, you will encounter issues ranging from the individual level to the group level and the organizational level, and you will need to be aware of how these areas fit into your working life. Topics in this course include understanding individual differences, motivating employees, leadership, working in effective groups, ethics, and negotiations, among others.

My goal in this course is for you to become familiar with organizational behaviour research and theory, and to be able to think critically about organizations and their effectiveness. I encourage you to think of yourself not as a student in a course but as a "manager in training" to get the most out of this course. Since your organizational experience might be somewhat limited at this stage, we will do our best to create activities that help you apply your learning to the real world. My goal is that you learn as much as possible about organizational behaviour that will be actually useful in your own life.

Course Prerequisites

Completion of the Rotman Commerce Guaranteed Admission requirements.

Course Materials

Required Readings

Colquitt, J., LePine, J. A., Wesson, M. J., & Gellatly, I. R. Organizational Behavior: Improving Performance and Commitment in the Workplace (7th edition). New York, NY: McGraw-Hill Irwin.

This is the best textbook for an introductory organizational behaviour course. Designed more for a two-term course instead of one, you will be reading selected chapters. This text is available in print or online.

This text is available from the publisher and at the University of Toronto Bookstore.

Electronic Course Materials

Additional electronic course materials may be provided during the term. Such materials will not entail any monetary cost but may require access through the library digital portal. If necessary, most such materials will be available via Quercus.

Evaluation and Grades

Grades are a measure of the knowledge and skills developed by a student within individual courses. Each student will receive a grade based on how well they have command of the course materials, skills, and learning objectives of the course.

Work	Percentage of grade	Due Dates and Notes
Weekly Quiz	15%	No quiz in the first session
Final Week Quiz	10%	Comprehensive
Participation and Professionalism	10%	Scored 1 to 5 each week; may incorporate exercise deliverables
Midterm Test	25%	Thu, May 25
Group Project Proposal	2%	Tue, May 30 — before class
Group Project Report	20%	Thu, June 15 — before class
Group Project Presentation	15%	Thu, June 15
Research Credit	3%	See Behavioural Lab information

Course Format and Expectations

Writing Assignments or Presentations

The writing assignments and group project are intended to help you develop your communication skills. How well you communicate your ideas, in writing or orally, will be considered in the evaluation of the assignment. In your written assignments, you should aim for clarity, strong organization, concision, professionalism, and correct grammar. Your presentations should reflect strong planning and organization, clarity of speech, and an engaging demeanour. Sources, whether in written or presentation assignments, should always be correctly attributed (use APA format and include a works cited section when sources beyond the textbook are referenced). For this course you do NOT need to cite the textbook using APA format (but it might be occasionally useful to refer to content by chapter or section number).

Support is available through the RC Centre for Professional Skills (CPS) for students who would like help or feedback on their writing or speaking (presentations). CPS offers both individual and group appointments with trained writing instructors and presentation coaches who are familiar with the RC program and common types of business assignments. You can also access your college Writing Centres for help with written assignments.

You can book an appointment with a writing or presentation coach through the RC Centre for Professional Skills Writing Centre. For more information about writing centres, student supports, and study resources, see the Writing and Presentation Coaching academic support page.

Team or Group Assignments

The group project, which have both proposal and report components, requires students to work in teams of 5 to 7. Learning to work together in teams is a crucial transferrable skill you will use not only in your coursework, but also in your future careers. Support is available if you encounter common teamwork challenges such as:

- Team members feeling left out of the team.
- Team members not responding in a timely manner to communication.
- Division or quality of work among team members being unequal or unfair.

Consult the [Centre for Professional Skills Teamwork Resources page](#) for tips, strategies, and best practices. You can also [book an appointment with a teamwork mentor](#) through the RC Centre for Professional Skills Writing Centre. Teamwork mentors can help you resolve or mitigate conflict, strategize on planning, or improve team communication.

If you are a student registered with Accessibility Services, and extensions are one of your academic accommodations, consult with your Accessibility Advisor about the teamwork in this course.

Use of Generative AI in Assignments and Course Work

In this course you are permitted to use generative AI technologies to assist in writing or structuring coursework for all assignments that are not quizzes, tests, or exams. If you use any generated text verbatim, please include a footnote or other acknowledgement indicating which tool you made use of. Using or not using generative AI technologies will not influence marks.

Note that whether you choose to use generative AI technologies for assistance in writing or structuring coursework or not, you remain responsible for the accuracy and clarity of content. Additionally, I expect you to understand and be able to expand upon any ideas or concepts expressed in coursework. Being unable to do so could result in substantial grade penalties (up to and including a mark of zero) for the relevant coursework.

While generative AI can be helpful and creative, it's important to remember that it's not always accurate or reliable, as most of these tools use prediction engines that are unable to check facts or logic at a deep semantic level. It's important for people to review and double-check what the generative AI creates to make sure it's correct and makes sense. (This paragraph was partly written by ChatGPT.)

Please also be aware that this is the policy for my course and that policies for other courses might be different. There is currently no school- or program-wide policy on the use of such technologies.

Missed Tests and Assignments (including mid-term and final-term assessments)

Students who miss a test or assignment for reasons entirely beyond their control (e.g. illness) may request special consideration.

In such cases, students must:

1. Complete the Request for Special Consideration form: https://uoft.me/RSMconsideration
2. Provide documentation to support the request, eg. Absence Declaration from ACORN, medical note etc.

Please note: You must complete the *Request for Special Consideration* form **within 2 business days** of the missed midterm/test/ assignment due date.

Students who do not provide this information will be given a grade of 0 (zero) for the missed course deliverable.

If you cannot complete the midterm test because of an excused absence, the value of the midterm test will be transferred to the final exam that will then account for 65% of your final grade.

Late Assignments
Reaction assignments and reflections will not be given credit if submitted late. If a student is unable to submit a reaction assignment and/or reflection due to reasons beyond their control, the student must notify the instructor by the date and time that the assignment is due for consideration for an exemption; exemptions may be granted on a case-by-case basis.

Late submission of the group project will be penalized by 50% if the assignment is not received on the specified date, at the specified time. A further penalty of 10% will be applied to each subsequent day.

Students who, for reasons beyond their control, are unable to submit an assignment by its deadline must obtain approval from the instructor for an extension. Supporting documentation will be required as per the policy on missed tests and assignments.

Statement on Equity, Diversity and Inclusion
The University of Toronto is committed to equity, human rights and respect for diversity. All members of the learning environment in this course should strive to create an atmosphere of mutual respect where all members of our community can express themselves, engage with each other, and respect one another's differences. U of T does not condone discrimination or harassment against any persons or communities.

Commitment to Accessibility
The University is committed to inclusivity and accessibility, and strives to provide support for, and facilitate the accommodation of, individuals with disabilities so that all may share the same level of access to opportunities and activities offered at the University.

If you require accommodations for a temporary or ongoing disability or health concern, or have any accessibility concerns about the course, the classroom or course materials, please email Accessibility Services or visit the Accessibility Services website for more information as soon as possible. Obtaining your accommodation letter may take up to several weeks, so get in touch with them as soon as possible. If you have general questions or concerns about the accessibility of this course, you are encouraged to reach out to your instructor, course coordinator, or Accessibility Services.

Ouriginal
Students may be required to submit their course assignments to the University's plagiarism detection tool for a review of textual similarity and detection of possible plagiarism. In doing so, students will allow their essays to be included as source documents in the tool's reference database, where they will be used solely for the purpose of detecting plagiarism. The terms that apply to the University's use of this tool are described on the University's Plagiarism Detection Tool FAQ page from Centre for Teaching Support & Innovation.

Academic Integrity
Academic Integrity is a fundamental value essential to the pursuit of learning and scholarship at the University of Toronto. Participating honestly, respectfully, responsibly, and fairly in this

academic community ensures that the U of T degree that you earn will continue to be valued and respected as a true signifier of a student's individual work and academic achievement. As a result, the University treats cases of academic misconduct very seriously.

The University of Toronto's Code of Behaviour on Academic Matters outlines the behaviours that constitute academic misconduct, the process for addressing academic offences and the penalties that may be imposed. You are expected to be familiar with the contents of this document. Potential offences include, but are not limited to:

In papers and assignments

- Using someone else's ideas or words without appropriate acknowledgement.
- Submitting your own work in more than one course without the permission of the instructor.
- Making up sources or facts.
- Obtaining or providing unauthorized assistance on any assignment (this includes collaborating with others on assignments that are supposed to be completed individually).

On test and exams

- Using or possessing any unauthorized aid, including a cell phone.
- Looking at someone else's answers.
- Misrepresenting your identity.
- Submitting an altered test for re-grading.

Misrepresentation

- Falsifying institutional documents or grades.
- Falsifying or altering any documentation required by the University, including (but not limited to) medical notes.

All suspected cases of academic dishonesty will be investigated by the procedures outlined in the *Code of Behaviour on Academic Matters.* If you have any question about what is or is not permitted in the course, please do not hesitate to contact the course instructor. If you have any questions about appropriate research and citation methods, you are expected to seek out additional information from the instructor or other U of T or RC resources such as the RC Centre for Professional Skills, the College Writing Centres or the Academic Success Centre.

Email
At times, the course instructor may decide to communicate important course information by email. As such, all U of T students are required to have a valid UTmail+ email address. You are responsible for ensuring that your UTmail+ email address is set up and properly entered on ACORN. For more information visit the Information Commons Help Desk.

Forwarding your utoronto.ca email to a Gmail or other type of email account is not advisable. In some cases, messages from utoronto.ca addresses sent to Gmail accounts are filtered as junk mail, which means that important messages from your course instructor may end up in your spam or junk mail folder.

Recording Lectures
Lectures and course materials prepared by the instructor are considered by the University to be an instructor's intellectual property covered by the Canadian Copyright Act. Students wishing to

record a lecture or other course material in any way are required to ask the instructor's explicit permission and may not do so unless permission is granted. Students who have been previously granted permission to record lectures as an accommodation for a disability are excepted. This includes tape recording, filming, photographing PowerPoint slides, Quercus materials, etc.

If permission for recording is granted by the instructor (or via Accessibility Services), it is intended for the individual student's own study purposes and does not include permission to "publish" them in any way. It is forbidden for a student to publish an instructor's notes to a website or sell them in any other form without formal permission.

Weekly Schedule

Date	Topic	Readings
Tue, May 09	Introduction to Organizational Behaviour	Chapter 1 Course Outline
Thu, May 11	Personality and Job Satisfaction	Chapter 9 Chapter 4
Tue, May 16	Motivation and Job Design	Chapter 6
Thu, May 18	Groups and Teams	Chapter 11 Chapter 12
Tue, May 23	Midterm Review	
Thu, May 25	*Midterm Test*	
Tue, May 30	Power and Leadership	Sec 13.1 Sec 13.2 Chapter 14
Thu, Jun 01	Trust, Justice, and Ethics	Chapter 7
Tue, Jun 06	Organizational Communication, Socialization, and Culture	Chapter 16
Thu, Jun 08	Judgment and Decision-Making	Chapter 8
Tue, Jun 13	Negotiation	Sec 13.6
Thu, Jun 15	Conclusion and Group Presentations	

(This schedule is subject to adjustment as the term progresses. Any such changes will be shared via Quercus.)

Other Useful Links

- [Become a volunteer note taker](#)
- [Accessibility Services Note Taking Support](#)
- [Credit / No-Credit in RSM courses](#)
- [Rotman Commerce Academic Support](#)

URL links for print

- Book an appointment with a writing or presentation coach: http://uoft.me/writingcentres
- Writing and Presentation Coaching academic support page: https://rotmancommerce.utoronto.ca/current-students/academic-support/writing-and-presentation-coaching/
- Centre for Professional Skills Teamwork Resources page: https://rotmancommerce.utoronto.ca/teamwork-resources
- Book an appointment with a Teamwork Mentor: http://uoft.me/writingcentres
- Request for Special Consideration Form: https://rotmancommerce.utoronto.ca/current-students/forms-requests-and-appeals/forms/
- ACORN: http://www.acorn.utoronto.ca/
- Email Accessibility Services: accessibility.services@utoronto.ca
- Accessibility Services website: http://studentlife.utoronto.ca/as
- University's Plagiarism Detection Tool FAQ: https://uoft.me/pdt-faq
- The University of Toronto's Code of Behaviour on Academic Matters: http://www.governingcouncil.utoronto.ca/policies/behaveac.htm
- Information Commons Help Desk: http://help.ic.utoronto.ca/category/3/utmail.html
- Become a volunteer note taker: https://studentlife.utoronto.ca/program/volunteer-note-taking/
- Accessibility Services Note Taking Support: https://studentlife.utoronto.ca/service/note-taking-support/
- Credit / No-Credit in RSM courses: https://rotmancommerce.utoronto.ca/current-students/degree-requirements/credit-no-credit-option/
- Rotman Commerce Academic Support: https://rotmancommerce.utoronto.ca/current-students/academic-support/