

	School of Business & Leadership
	HR 292 / LEAD 292
	People and Organizations
	Term: Winter 2024 Number of Credits: 3
Course Outline	

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CLASS INFORMATION

Dates: Jan 4 to April 9, 2024

Location: A2402

Time: Tuesday + Thursday 1 - 2:20pm

COURSE DESCRIPTION

This course examines three inter-related topics (individual behaviour, interpersonal processes, and organizational structure and design) to provide you with both the theory and practice to evaluate, design, lead, manage, and participate in organizations. We will discuss theories of perception, motivation, stress, learning, teamwork, communication, job design, power, leadership, strategy, ethics, designing organizations for rapid change and differing cultural environments, and creativity.

In this course, you will learn how to understand yourself and others by studying individual processes ranging from the biological (sensation, perception, stress, and motivation) to interpersonal (conflict, negotiation, cooperation and collaboration), as well as the psychological principles that guide our learning and development. Moreover, we will explore the role of organizational characteristics, such as structures, culture, and context, in the functioning and well-being of individuals and groups inside and outside the organization.

Each week's reading will detail leading theories relating to that week's topic. In lectures, we will use Indigenous oral tradition, including anecdotes, stories, and historical examples to contextualize the course content, and practice applying the material to understand real-life phenomena. This will help you understand the similarities and differences between competing or contemporary theories, why they were developed, and when/how to apply them. Indigenous ways of knowing and doing, and world views on organizational theories, will be emphasized. Class discussions, in which students have the opportunity to contribute their cultural perspectives, ask for clarification, ask follow-up questions, and resolve controversies, will allow you to learn from one another's perspectives and enhance our collective understanding of the topics.

COURSE REQUIREMENTS

Prerequisite(s): none

EQUIVALENCY OR TRANSFERABILITY

Receiving institutions determine course transferability. Find further information at:

<https://www.yukonu.ca/admissions/transfer-credit>
www.yukonu.ca

LEARNING OUTCOMES

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

- 1) Hear, understand, interpret, and apply Indigenous oral knowledge systems
- 2) Define course concepts and theories, and their key components
- 3) Recognize and identify concepts and theories relevant to a specific situation
- 4) Explain personal experiences using course concepts, and demonstrate ability to generalize by explaining the experiences of others
- 5) Analyse organizational events, policies, and structures (e.g. including Yukon First Nation organizations)
- 6) Formulate and propose effective interventions to improve personal and organizational dynamics
- 7) Assess individuals, groups, and organizations, and effectively predict and alter their trajectories

COURSE FORMAT

Weekly breakdown of instructional hours

Three hours of lecture and conversation to develop a deep understanding of the material. This course is designed to require an additional six hours/week for additional reading, assignments, study, reflection, and review; this will vary by student experience, ability, and desired level of mastery.

Delivery format

This course will be delivered face-to-face with asynchronous components including reading, reviewing talks, contemplation, reflection, and writing.

EVALUATION

Self-Analysis	25 %
Group Project	20 %
Project Reflection	10 %
Final Exam	35 %
Total	100%

Individual assignments

Self-analysis: students will apply appropriate theories/models to explain a personal experience to understand themselves more deeply

Project reflection: students will examine their experience of working on the group project.

Group assignment

Students will work in small groups to assess the structures and systems of an organization to identify strengths and vulnerabilities in operations

Final exam

This course has a single exam- an open-book, open-note final exam that will assess your understanding of concepts and theories, and your ability to synthesize and apply the course material to evaluate people, groups, and organizations

Participation

This portion of the grade will be used to recognize student contributions to the learning environment, including serving as the class note-taker, timekeeper, group facilitator, as well as supporting and caring for current and future students in this course.

COURSE WITHDRAWAL INFORMATION

Refer to the YukonU website for important dates.

TEXTBOOKS & LEARNING MATERIALS

Required textbook: ORGB – *Third Canadian Edition*¹, Nelson, D. J. Quick, A. Armstrong and J. Condie (2019) Toronto: Nelson Education, ISBN-13: 978-0176873387

This course also requires a computing device capable of word processing, website access, video display, and an internet connection.

ACADEMIC INTEGRITY

Students are expected to contribute toward a positive and supportive environment and are required to conduct themselves in a responsible manner. Academic misconduct includes all forms of academic dishonesty such as cheating, plagiarism, fabrication, fraud, deceit, using the work of others without their permission, aiding other students in committing academic offences, misrepresenting academic assignments prepared by others as one's own, or any other forms of academic dishonesty including falsification of any information on any Yukon University document.

Please refer to Academic Regulations & Procedures for further details about academic standing and student rights and responsibilities.

ACCESSIBILITY AND ACADEMIC ACCOMMODATION

Yukon University is committed to providing a positive, supportive, and barrier-free academic environment for all its students. Students experiencing barriers to full participation due to a visible or hidden disability (including hearing, vision, mobility, learning disability, mental health, chronic or temporary medical condition), should contact [Accessibility Services](#) for resources or to arrange academic accommodations: access@yukonu.ca.

¹ Students may also use First or Second Canadian Editions
www.yukonu.ca

TOPIC OUTLINE

Session/Date	Topic	Readings ²
<i>Part 1 - Individual Processes and Behaviours</i>		
Week 1 (Jan 4 + 9)	Introduction	Chapters ³ 1 – 2
Week 2 (Jan 11 + 16)	Stress	Chapter 7
Week 3 (Jan 18 + 23)	Motivation	Chapters 5 and 14
Week 4 (Jan 25 + Jan 30)	Personality and Emotion	Chapters 3 - 4
Week 5 (Feb 1 + 6)	Learning	Chapter 6
Week 6 (Feb 8 + 13)	Review and Look Ahead	Ch. 1 - 7, 14
<i>Part 2 - Interpersonal Processes and Behaviours</i>		
Week 7 (Feb 15 + Feb 27)	Decision-Making	Chapter 10
Week 8 (Feb 29 + March 5)	Power	Chapter 11
Week 9 (Mar 7 + 12)	Conflict and Negotiations	Chapter 13
Week 10 (Mar 14 + 19)	Teams	Chapters 8 - 9
<i>Part 3 - Managing Organizations</i>		
Week 11 (Mar 21 + 26)	Leadership	Chapter 12
Week 12 (Mar 28 + April 2)	Organizational Culture	Chapter 16
Week 13 (April 4 + 9)	Organizational Design & Change	Chapters 15, 17-18

² Subject to change

³ Chapter numbers correspond to 2nd Canadian Edition; 3rd Canadian Edition chapters are numbered slightly differently