FACULTY OF LIBERAL ARTS AND PROFESSIONAL STUDIES
SCHOOL OF ADMINISTRATIVE STUDIES

AP/ADMS2400

INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR
FALL 2025
COURSE OUTLINE, SECTION A
(SUBJECT TO CHANGE AS DEEMED NECESSARY BY THE PROFESSOR)

This section of the course is offered in **BLEND** format and
CANNOT BE TAKEN REMOTELY

Most classes will be delivered **IN-PERSON (ON CAMPUS)**
Classes will NOT be recorded

Exams will be completed **IN- PERSON (ON CAMPUS)**
Assignments will be completed also during classes
IN- PERSON (ON CAMPUS)

Course Director:	Dr. Sabrina Deutsch Salamon
Email:	sdeutsch@yorku.ca
Time of Section:	Monday, 11:30 – 14:30
Location of the section:	DB 0006
Course Web Site:	eClass.yorku.ca

COURSE DESCRIPTION & PREREQUISITES

This course introduces concepts of individual and group behaviour as they affect performance in organizations. Topics covered include motivation, communication, decision-making, leadership and structural issues. Lectures and case discussions are employed to develop theoretical models and illustrate their use.

Prerequisites: AP/ADMS 1000 3.00 and AP/ADMS1010 3.00; For students in the BHRM program, AP/HRM 1000 3.00 or AP/ADMS 1000 3.00; For BPA students, AP/ADMS 1000 3.00. Course credit exclusion: HH/PSYC 3570 3.00.

PLEASE CHECK THAT YOU HAVE YOUR PREREQUISITES FOR THE COURSE.

The above prerequisites cannot be taken concurrently with AP/ADMS 2400. The pre-requisites need to be completed BEFORE taking this course.

COURSE REGISTRATION

Your Professor cannot enroll or approve your enrollment to the course. Please direct all registration questions to the main office of the School of Administrative Studies (apsas@yorku.ca). If the section is full, the best strategy to enroll in the class is to visit the online course registration system regularly

until a space becomes available. Students are expected to keep up with the course submission deadlines regardless of timing of enrolment.

COURSE OBJECTIVES

This course is designed to enhance your understanding of human behavior in organizations. The learning objectives of this course are to:

- Develop your understanding of major concepts and theories of individual and group behavior in organizations that guide management thinking today
- Develop your ability to apply these concepts and theories to recognize, analyze and suggest solutions to organizational problems
- Develop skills that will help you become a successful and contributing member of an organization (manager or otherwise)

These objectives will be accomplished through lectures, class discussions, assignments, cases and exercises.

REQUIRED COURSE TEXTBOOK
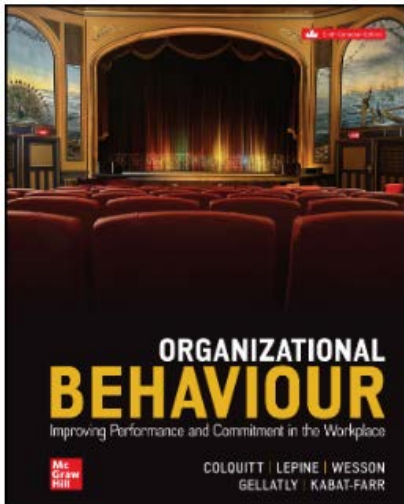
Introduction to Organizational Behaviour: Improving Performance and Commitment in the Workplace, 6th Canadian edition Published by McGraw-Hill Education Canada

Day1Digital ebook link is available on eClass, where you can OPT IN by Sept 17 to purchase the book for the cost of $59 (HST exempt). When accessing the eBook through eClass, follow the instructions to create (or use your existing) VitalSource Bookshelf Account. Several copies of the textbook will be available on reserve at the YU Library.

Students who choose to use an older edition of the textbook do so at their own risk. While the structure and content are largely similar across editions, there are differences, and it is the student's responsibility to be aware of them. Please note that other sections may be using a different textbook. Other textbooks are not appropriate for this section.

You are expected to complete assigned readings before you attend each class. Please see the Course Schedule on the course website for the assigned readings.

COMMUNICATION WITH PROFESSOR DEUTSCH SALAMON

Questions about the Course You are very welcome to raise any questions you might have about the course (e.g., questions about the course material, assignments, etc) during our classes. Also feel free to approach me at the end of the class.

If you have an urgent question about the course that cannot wait until the next class, email me but please adhere to the following:

- **Before sending an email with a question, please check the course outline, and materials posted on the course website, including the page Frequently Asked Questions (FAQ's), and verify that your question has not been answered already.**

- Include in your email subject line your full name, student number, and the section in which you are enrolled
- Be respectful in your communication, I will not respond to rude emails
- I will do her best to respond to your email within 48 hours during weekdays. Emails will not be read on weekends and holidays.
- Please do not send any communication via eClass messages

COURSE EVALUATION *

Assignments	10%	To be submitted throughout the term	
Midterm Exam	40%	Sunday, Oct 19^h, 14:00-16:30	Timed in-person exam
Final Exam	50%	During the formal Fall examination, date TBA	Timed in-person exam

* Additional information can be found on the course website

MIDTERM EXAM CONFLICTS & MISSED MIDTERM EXAMS

Any **exam conflicts** (religious accommodations, YU sports team participation, or overlap with another YU midterm examination) must be communicated by the student via email to the Course Director (instructor) no later than two (2) weeks (14 days) before the exam date. Full details about the conflict must be provided [date, time, location, link/URL if available, contact person where applicable (e.g. coach). Approval to write a makeup is at the discretion of the course director or relevant office. When approval is granted, a solution will be communicated to the student. In all cases it is the student's **responsibility** to proactively address the matter with the Course Director and to inquire about the results of their conflict notice/request.

Students who were **unable to write the Midterm Examination** on its original date for other reasons (e.g., illness) may request approval to write a make-up Midterm Exam. Requests for consideration must be submitted via email to the Course Director **immediately** (and no later than five 5 days from the date of the Midterm Exam). Requests must include a statement indicating the reason for the request, providing relevant documentation to support this request. Please do not include picture attachments, only pdf. *An Attending Physician's Statement (APS) is required for medical circumstances (a doctor's note or other medical documentation are not accepted).*

Approval to write a makeup is at the discretion of the course director or relevant office, and will include prerequisite check. If you are approved to write, you will be sent details regarding time of your makeup. In all cases it is the student's responsibility to proactively address the matter with the Course Director and to inquire about the results of their request. Students whose requests are **not approved**, or those who did not submit a request within the required timeline, will receive a grade of **zero** on the Midterm.

A maximum of one (1) opportunity for a makeup exam would be provided for students that missed the midterm exam for any reason. Students who do not write either the regular or makeup midterm exam as scheduled will receive a grade of zero (0) on this component. **The weight of the Midterm Exam cannot be transferred to the Final Exam.**

Conflict exams for final exams are handled by the main office (apsas@yorku.ca).

Deferred Final Exams. Deferred standing for the final exam might be granted to students who are unable to write their final examination at the scheduled. Deferred standing requests for ADMS courses should follow the procedure and registration outlined here:
https://www.yorku.ca/laps/sas/academic-resources/deferred-exam-requests/

An Attending Physician's Statement (APS) is required (a doctor's note or other medical documentation are not accepted) for deferral based on medical circumstances

ALL deferral concerns should be addressed to the main office (apsas@yorku.ca).

COURSE REAPPRAISAL POLICY

Midterm Exam: Requests should be submitted to your instructor before the final exam period, see eClass for further information

Final exam: Reappraisal requests are done through the main office. Please do not contact your Professor for final exam reappraisals or reappraisals of midterms after the last day of the term.

REMOTE LEARNING INFORMATION

Several platforms might be used in this course (e.g., eClass, Zoom, etc.) through which students will interact with the course materials, the course director, as well as with one another. Students are required to have access to minimum technology requirements to complete online activities and assignments.

TECHNICAL REQUIREMENTS & SUPPORT

When meeting online or completing coursework online, please ensure that you have access to a stable, higher speed Internet connection and an appropriate computer/device that can support your learning. Please note that smartphones/smart devices apps (such as the eClass and Zoom apps) may have different/limited functionality compared to their use on a laptop or desktop. A webcam/camera and microphone may be needed for certain communication.

Check out these links for e-learning information and quick help:
• **York U's Student Guide to eLearning**: https://www.yorku.ca/scld/remote-learning/
• **Technology requirements and FAQs for eClass**: https://lthelp.yorku.ca/95440-student-faq
• **Student Guide to eClass**: https://lthelp.yorku.ca/eclass
• **Zoom meeting etiquette**: https://lthelp.yorku.ca/zoom-students/zoom-meeting-etiquette
Additional computing support:
• Computing for Students Website: https://www.yorku.ca/uit/student-services/
• Check your internet connection speed: www.speedtest.net
Disclaimers:
• If you have privacy concerns about your data, provide only your first name or a nickname when you join a session (inform the course director in advance).
• The system is configured in a way that all participants are automatically notified when a session is being recorded. In other words, a session cannot be recorded without you knowing about it.

IMPORTANT SCHOOL AND UNIVERSITY POLICIES & INFORMATION

COMMON COURSE POLICIES

Check out common course policies for ADMS/DEMS courses on the School website:
https://www.yorku.ca/laps/sas/academic-resources/common-course-policies/
Including information regarding:
• Academic Accommodation for Students with Disabilities
• Religious Accommodation
• Services for Mature and Part-time Students
• and more

ACADEMIC CONDUCT, HONESTY & INTEGRITY

Academic Honesty/Integrity: Academic integrity is a fundamental and important value of York University. To maintain a fair and honest learning environment, you are responsible for understanding and upholding academic integrity in all courses and academic activities. You are encouraged to connect with reliable oncampus resources that support your coursework and academic honesty. To better understand the serious consequences of breaching academic honesty policies, familiarize yourself with the *Senate Policy on Academic Conduct*. **Please familiarize yourself with the meaning of academic integrity at York**. You can learn more about upholding academic integrity in your courses by exploring Guiding Principles for LA&PS and Academic Integrity for Students.

Suspected breaches of academic conduct and honesty will be investigated and pursued; significant penalties will be applied when a breach has been found to have occurred. Following these simple rules will help you **avoid** breaches of academic honesty:
• Complete your work well in advance of the deadline
• Write your entire work yourself (each and every word!) from the ground up
• DO NOT: "consult" others or search online for "ideas"
• DO NOT use tutoring or editing services to prepare your work
Policy on Use of Generative AI Tools for THIS course: **The use of generative artificial intelligence (AI) in our course is PROHIBITED**. Submitting any work created (in whole or part) through the use of generative AI tools will be considered a violation of York University's Senate Policy on Academic Conduct. Using AI apps such as ChatGPT, GPT-3, DALL-E, translation software or others to complete academic work in this course is considered a breach of academic honesty/integrity. For more information, please review AI Technology & Academic Integrity: Information for Students.

STUDENT CONDUCT IN THE LEARNING ENVIRONMENT

All students are expected to conduct themselves in accordance with University code of conduct norms, as captured in the Code of Student Rights & Responsibilities, the policy on Disruptive and/or Harassing Behaviour in Academic Situations, and related policies.
York University is committed to fostering teaching and learning environments that are free of disruptive and/or harassing behaviour, physically safe and conducive to effective teaching and learning. Students and instructors are expected to maintain a professional relationship characterized by courtesy, civility and mutual respect and to refrain from actions disruptive to such a relationship. Individuals who fail to adhere to such standards and who violate University or public law may be subject to disciplinary action by the University.

COPYRIGHT & INTELLECTUAL PROPERTY

Course materials are designed for use as part of this course at York University and are the intellectual 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. **Students may not** publish, post on an Internet site, sell, or otherwise distribute any course materials or work without the instructor's express permission. Course materials should only be used by students enrolled in this course.

Copying this material for distribution (e.g., uploading material to a commercial third-party website) may lead to a charge of misconduct according to York's Code of Student Rights and Responsibilities, the Senate Policy on Academic Conduct, and/or legal consequences for copyright violations. More information: https://copyright.info.yorku.ca/

FORMS OF IDENTIFICATION (STUDENT ID)

Photo identification with YU-Card **must be presented** at exams to write the exam (students without ID would not be allowed to write the exam). **As of Fall 2025, YU-cards (either physical or mobile versions) will be the ONLY official student identification accepted for exams.** Passports, driver's license and other forms of identification are NO LONGER accepted.

Mobile devices are **not** permitted during a test except for the purposes of mobile YU-card identification validation. **Earbuds/earphones/smartwatches/cameras are prohibited in the exam room.** When using a mobile YU-card identification validation, your device must be on airplane-mode and you must adhere to the instructions provided. After your mobile YU-card identification is validated, your phone **must be shut down** and returned to the corner of your desk, face down (or put away, if permitted by the instructor/ingivilator). *Important Note: Check our eClass and course notices before any exam in this course regarding any updates to the use of Mobile YU-cards for verification for our exam* – devices should be completely off (turned off, not silenced or in "airplane mode")during the exam.

SUPPORT

Getting support when you need it: Following is a selection of resources (academic and non-academic):
• Learning Skills Services: https://www.yorku.ca/scld/learning-skills/
• Learning Commons: http://learningcommons.yorku.ca/
• Writing Centre: https://www.yorku.ca/laps/writing-centre/
• ESL Open Learning Centre: https://www.yorku.ca/laps/eslolc/
• Student Accessibility Services: https://students.yorku.ca/accessibility
• Student Counselling & Development: https://students.yorku.ca/counselling
• Mental Health and Wellness at York: https://www.yorku.ca/well-being/
• Sexual Violence Response & Support: http://thecentre.yorku.ca/
• Community Safety: https://www.yorku.ca/safety/
• Office of Student Community Relations: http://oscr.students.yorku.ca/
• York International: https://yorkinternational.yorku.ca/
• My Online Services: https://myonlineservices.students.yorku.ca/
• Manage your Academic Record: http://myacademicrecord.students.yorku.ca/
• Additional LA&PS student resources: https://www.yorku.ca/laps/services/
For **important sessional dates**, please refer to: http://registrar.yorku.ca/enrol/dates/

CAMPUS HEALTH & SAFETY

A Community of Care Commitment:
As part of York's Community of Care Commitment, all members of the York community share in the responsibility of keeping others safe on campuses. In this class, as elsewhere on campus, our joint commitment includes:

o **Observing** health and safety regulations while on our campuses.
o **Supporting** community well-being through healthy personal behaviours and actions.
o Maintaining **compassion**, **kindness**, and **empathy** towards one another amid times of uncertainty and difficulty.
o **Respecting** personal health and privacy in balance with the protection of public health., students must observe all University health and safety protocols.

Better Together: https://www.yorku.ca/bettertogether/

Getting Around Campus: https://www.yorku.ca/safety/getting-around-campus/