

Introduction to Organizational Behaviour AP/ADMS 2400C Fall 2025

Course Syllabus

Instructor: Len Karakowsky
Email: lkarakow@yorku.ca
Time: Tues 11:30-2:30,
Location: ACW 005
Course website: e-course.yorku.ca.

Course Description & Pre-Requisites

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.

Note: AP/ADMS 1000 cannot be taken concurrently with AP/ADMS 2400.

Course Objectives

The learning objectives of this course are to:

- Develop your understanding of major concepts and theories of individual and group behaviour 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).

Required Course Textbook

Johns, G. & Saks, A. M. (2022). *Organizational Behaviour: Understanding and Managing Life at Work* (12th edition). Pearson Canada: Toronto. Electronic edition available ISBN-10: 0137318014 • ISBN-13: 9780137318018 Please visit the York Bookstore webpage for ordering e-books (This course does not require Pearson's Revel resources – only the textbook itself is required). eBook(180 day access) is \$68

Important Notes

1. Communication with the Course Director: When sending an email, please include your full name, student ID, and the course/section enrolled in, in the subject line. Please check the course outline, and materials posted on the course website and verify that your question has not been answered already. Please direct your instructor correspondence to lkarakow@yorku.ca – please do not send any communication via eClass messages.

2. Course registration: Please direct all registration questions to the main office of the School of Administrative Studies. **Course Instructors cannot enroll or approve your enrollment to the course.** If the section is full, the best strategy to enroll in the class is to regularly visit the online course registration system in the first two weeks of classes and check if a space becomes available. Please note that students can write exams and submit any work only in the section they are registered. This area does not permit late enrolments.

3. Course website: Please check the course website of this section regularly. To access our course website, log in to eclass with your York U passport. 2 Quizzes will be given online (see schedule for dates and details). Ensure that your internet connection is working in advance as this will not be a reason for missing the quizzes. Check your equipment regularly to avoid any issues that will prevent you from accessing the material. If you have any issues/technical difficulties, please contact the UIT Client Services - askit@yorku.ca.

4. Organization of the Course: Remember to keep up with each week's readings to ensure that you fulfil the requirements for the quizzes and exams. See course schedule below.

Course Evaluation

Your course grade will be based on the **THREE** components below. Additional information about each of these components will be provided in class and posted on the course website.

1. TWO (2) Multiple-Choice Timed (30 minutes) Quizzes (5% each): 10% of grade

20 questions, timed for 30 minutes. Quizzes will be made available for 8 hour window though it will be timed for 30 minutes once you start:

1. MULTIPLE CHOICE QUIZ #1 - covers Sessions 1-4, opens Oct 19, 6pm for 8 hours

2. MULTIPLE CHOICE QUIZ #2 - covers Sessions 6-9, opens Nov 16, 6pm for 8 hours

There are **no deferrals or extensions under any circumstances.** - i.e., it is irrelevant if you are ill, your internet failed etc., since these are on-line and open for an 8 hour period. Please note: On these quizzes, once you answer a question you cannot go back and change your answer so proceed with caution in these quizzes.

2. On-Campus Midterm Exam: 45% of grade. 2 hours. Coverage: Sessions 1-5.

Date: Tuesday, Oct 28, 11:30-1:30pm, Location: In-class.

Questions cover both assigned textbook readings and materials covered in lectures (eg., video clips). The exam will include a combination of multiple-choice, short/long questions, and mini-case scenario analysis. If you are absent from the midterm exam, you will receive a grade of zero unless one of the exceptions (discussed below syllabus) applies to you.

3. On-Campus Final Examination: 45% of grade. 3 hours. Coverage: Sessions 6-12

Date: To be announced (During the formal examination period).

Exam questions cover both assigned textbook readings and materials covered in lectures. Exams may include a combination of multiple-choice, short/long questions, and mini-case scenario analysis. If you are absent from the final exam, you will receive a grade of zero unless one of the exceptions (discussed below) applies to you.

WEEKLY COURSE SCHEDULE

Session	Date	Topic	Required
Session 1	Sept 9	Introduction to Course	Chapter 1
Session 2	Sept 16	Personality & Learning	Chapter 2
	Sept 23	CLASS CANCELLED	
Session 3	Sept 30	Perception	Chapter 3
Session 4	Oct 7	Values & Attitudes (No in-class lecture)	Chapter 4+on-line lecture
	Oct 14	READING WEEK	
Session 5	Oct 21	Motivation	Chapter 5,6
	Oct 28	MIDTERM EXAM IN CLASS 11:30-1:30	
Session 6	Nov 4	Groups & Teamwork	Chapter 7
Session 7	Nov 11	Organizational Culture	Chapter 8
Session 8	Nov 18	Leadership	Chapter 9
Session 9	Nov 25	Power; Communication	Chapter 12, 10
Session 10/11	Dec 2	Decision Making; Conflict & Stress	Chapter 11, 13

IMPORTANT DATES:

- Online 30 minute Quiz # 1 – Oct 19, 6pm
- Online 30 minute Quiz # 2 – Nov 16, 6pm
- Midterm exam on campus Oct 28, 11:30-1:30pm, 2 hours, Closed book
- Final exam on campus in exam period (Date TBA), 3 hours, Closed book

Advice for Success in this Online Course

- **STAY ON SCHEDULE** – Keep up with readings week-by-week per our syllabus dates. Prepare for each of the 4 graded components of this course. Make sure you note the important dates.
- **Stay organized.** Create a folder to keep your files organized and up to date.
- **Read the instructions thoroughly and carefully.**
- **Do not procrastinate.** Plan your work accordingly.

Midterm Exam Conflict and Missed Midterm Exam

- Any exam conflicts (religious accommodations, or overlap with another YU midterm exam) must be communicated by the student via email to the Course Director (instructor) no later than two 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). If 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.
- The weight of the Midterm Examination cannot be transferred to the Final Examination.
- When a student did not write the exam on its original date due to medical reasons, the student must communicate this matter promptly to the Course Director (instructor) via email no later than 5 working days after the exam. Form to submit:
<http://www.registrar.yorku.ca/pdf/attending-physicians-statement.pdf>
- When a student did not write the mid-term exam on its original date due to a significant reason other than medical, the student must communicate this matter promptly to the Course Instructor via email with documented evidence of the reason. In addition, the student must submit a signed statement indicating the reason for the request along with the relevant supporting documentation. Without any supporting evidence, a makeup exam cannot be granted.
- If approval is granted for a makeup midterm exam, the student will be informed by email of the date of the makeup exam. It is the responsibility of the student to inquire about the results of their request if they do not receive an email notice within seven business days. Failure to receive permission to write the makeup midterm exam or failure to write the makeup exam results in a grade of zero. No further extensions.

Final examination Conflicts & Missed final examinations

- Conflict exams for final exams are handled through the Registrar's Office. Students seeking religious accommodations or alternate exam provisions are expected to follow York University policies and guidelines regarding advance notice and procedures
- 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 time or to submit their outstanding course work on the last day of classes.
- Deferred standing requests for ADMS courses should follow the procedure and registration outlined here:
- <https://sas-app.laps.yorku.ca/>
- ALL deferral concerns should be addressed to the main office (apsas@yorku.ca).
- DSA Form: http://www.registrar.yorku.ca/pdf/deferred_standing_agreement.pdf
- Attending Physician's Statement form: <http://registrar.yorku.ca/pdf/attending-physicians-statement.pdf>
- In order to apply for deferred standing, students must register at
- <http://apps.eso.yorku.ca/apps/adms/deferredexams.nsf>
followed by completed DSA form and supporting documentation directly to the School of Administrative Studies and add your ticket number to the DSA form. The DSA and supporting documentation must be submitted no later than five (5) business days from the date of the exam.

Other Relevant University Regulations

Academic Honesty <http://www.yorku.ca/secretariat/policies/document.php?document=69>

Students might also wish to review the interactive on-line Tutorial for students on academic integrity, at:

<https://spark.library.yorku.ca/academic-integrity-what-is-academic-integrity/>

Religious Accommodation <https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/wa/regobs>

Academic Accommodation for Students with Disabilities (Senate Policy)

Counselling and Disability Services website at <http://www.yorku.ca/dshub/>

Other York university policies

<http://www.yorku.ca/univsec/policies/document.php?document=86>

<http://myacademicrecord.students.yorku.ca/grade-reappraisal-policy>

<http://ds.info.yorku.ca/academic-support-accommodations/>