GMGT 7100 (3.0 CH)
INTERPERSONAL PROCESSES
WINTER 2023

INSTRUCTOR

Name:	Jae Yun Kim (you can call me Jay)	Office Location:	422 Drake Centre
Phone:	204-474-8058 (office)	Office Hours:	By appointment
Email:	jae.kim@umanitoba.ca (the best way to reach me)	Class Room:	Drake Center 106
		Class Time:	Thursday, 18:15-21:30

COURSE DESCRIPTION AND OBJECTIVES

The course examines the theories and research of interpersonal behaviour, with the aim of helping students build their own skills and apply them to workplace situations. Emphasis will be on the following topics: organizational psychology, individual behaviour and change, group dynamics, competition and conflict, and building effective teams.

The goal of this course is twofold: It is to help students (a) better understand the interpersonal processes in organizations; and (b) develop more effective strategies and behaviours that benefit students throughout their lives and working careers.

This course will require students to share their own experience, self-reflect, and assess the effectiveness of their own behaviours.

COURSE MATERIALS

1. **Textbook**: *Thompson, L.L (2018). Making the Team, 6th Edition. New York: Pearson*. An ebook edition highly recommended
2. Additional Course Readings will be posted on UM Learn

COURSE ASSESSMENT

Student progress will be assessed in the following ways.

Participation	20%
In Class Test #1	25%
In Class Test #2	25%

Final Paper	30%
Total	100%

Final grades will be assigned as follows:

Cumulative Marks	Grade	GPA	Performance
90-100	**A+**	**4.5**	**Excellent**
80-89.99	**A**	**4.0**	**Very Good**
75-79.99	**B+**	**3.5**	**Good**
70-74.99	**B**	**3.0**	**Satisfactory**
65-69.99	**C+**	**2.5**	**Marginal**
60-64.99	**C**	**2.0**	**Unsatisfactory**
50-59.99	**D**	**1.0**	**Unsatisfactory**
49.99 and Below	**F**	**0.0**	**Unsatisfactory**

<u>NOTE: Class attendance is required. Missing more than 20% of this course due to absences may result in a failing grade. It is your responsibility to inform your professor in advance of your absence and the reason for it (medical documentation or employer note if away for a work commitment) is required. The professor decides how to deal with the impact of missed classes on your final grade.</u>

<u>TENTATIVE COURSE SCHEDULE</u>

Sessions will incorporate a variety of activities, discussion opportunities, and assignments.
Please note that the course schedule and contents are subject to change.

Session	Date	Topic	Readings
1	Jan. 26	**Introduction to Workplace Psychology & Interpersonal Processes**	**Text Ch. 1**
2	Feb. 2	**Designing Effective Teams**	**Text Ch. 2**
3	Feb. 9	**Development of Trust** **Culture and High Performance**	**Text Ch. 4** **Text Ch. 5**
4	Feb. 16	**Team Communication & Collective Intelligence Challenges in Team Decision Making**	**Text Ch. 6** **Text Ch. 7**
5	Mar. 2	*In Class Test #1* **Leadership Skills & Use of Power**	**Text Ch. 3**
6	Mar. 9	**Organizational Conflict**	**Text Ch. 8**
7	Mar. 16	**Creativity and Passion**	**Text Ch. 9**

8	Mar. 23	**Team Networking and Social Capital**	**Text Ch. 11**
9	Mar. 30	***In Class Test #2*** **Ethics**	
10	Apr. 6	**Strategies for Virtual and Multicultural Teams** ***Final Essay due***	**Text Ch. 12 & 13**

ACADEMIC REGULATIONS AND STUDENT SERVICES

HUMAN ETHICS APPROVAL FOR DATA COLLECTION

As part of coursework, if you will be collecting data from people who are not students in this class, you must obtain Human Ethics approval from the UofM's Research Ethics Board (REB) prior to data collection. This applies to data collection such as surveys, interviews, focus groups, experiments, video recording, etc., where a respondent is solicited for participation.

If the entire class will be working on the same project, your instructor will apply for human ethics approval from the REB. If individuals or small groups of students will be working on different projects, it is the responsibility of the students to obtain approval (only one group member needs to apply). Your instructor will tell you whether s/he will be or you need to. **When in doubt, please talk to your instructor.**

Instructions and forms to apply for human ethics approval can be found at:
http://umanitoba.ca/research/orec/ethics/guidelines.html

In most cases, you will be using the "Protocol Submission Form" which is under the "REB Forms - Fort Garry Campus" heading.

It can take up to six weeks to process human ethics applications and obtain approval. Therefore, plan early. Note that approval must be obtained prior to data collection and cannot be obtained during the data collection phase or retroactively. Violation can get you, your instructor, and the Asper School in serious trouble with the REB.

The following do not require REB approval:
   a) Projects where students are conducting the research on themselves during class time;
   b) Projects involving the use of records or information that is in the public domain, including the use of anonymous secondary data and surveys or questionnaires that have already been published;
   c) Projects involving the use of naturalistic observation where there is no reasonable expectation of privacy (i.e. public park).

d) Practicum or job training projects where students are fully integrated into the organization's operational practices and are not conducting research;
e) Projects where the intent is to use the information to provide advice, diagnosis, identification of appropriate interventions or general advice for a client;
f) Projects where the intent is to develop skills which are standard practice within a profession (e.g. observation, assessment, intervention, evaluation, auditing); or
g) Projects where the information gathering processes are part of the normal professional relationship between the student and the participants.

If you have any questions, please contact humanethics@umanitoba.ca or your instructor.

UNCLAIMED ASSIGNMENT POLICY

Pursuant to the FIPPA Review Committee's approved recommendations of August 15, 2007, all unclaimed student assignments will become the property of the faculty and will be subject to destruction six months after the completion of any given academic term.

STUDENT SERVICES AND SUPPORTS

The University of Manitoba provides many different services that can enhance learning and provide support for a variety of academic and personal concerns. You are encouraged to visit the below websites to learn more about these services and supports. If you have any questions or concerns, please do not hesitate to contact your instructor or the Graduate Program Office.

For Information on...	...follow this link
Course Outlines, Year-at-a-Glance, Concentrations, Textbooks, VW Dates and Final Exams	Asper Graduate Student Resources
Exam Rescheduling Policy - *Please refer to Missing a Test/Exam on page 18 of the MBA Student Handbook*	MBA Student Handbook
Help with research needs such as books, journals, sources of data, how to cite, and writing	Library Resources
Tutors, workshops, and resources to help you improve your learning, writing, time management, and test-taking skills	Writing and Learning Support
Support and advocacy for students with disabilities to help them in their academic work and progress	Student Accessibility Services
Copyright-related questions and resources to help you avoid plagiarism or intellectual property violations	Copyright Office
Student discipline bylaws, policies and procedures on academic integrity and misconduct, appeal procedures	Academic Integrity
Policies & procedures with respect to student discipline or misconduct, including academic integrity violations	Student Discipline

Students' rights & responsibilities, policies & procedures, and support services for academic or discipline concerns	[Student Advocacy](#)
Your rights and responsibilities as a student, in both academic and non-academic contexts	[Your rights and responsibilities](#)
Full range of medical services for any physical or mental health issues	[University Health Service](#)
Information on health topics, including physical/mental health, alcohol/substance use harms, and sexual assault	[Health and Wellness](#)
Any aspect of mental health, including anxiety, stress, depression, help with relationships or other life concerns, crisis services, and counselling.	[Student Counselling Centre](#)
Support services available for help regarding any aspect of student and campus life, especially safety issues	[Student Support Case Management](#)
Resources available on campus, for environmental, mental, physical, socio-cultural, and spiritual well-being	[Live Well @ UofM](#)
Help with any concerns of harassment, discrimination, or sexual assault	[Respectful Work and Learning Environment](#)
Concerns involving violence or threats, protocols for reporting, and how the university addresses them	[Violent or Threatening Behavior](#)

It is critical to the reputation of the I. H. Asper School of Business and of our degrees that everyone associated with our faculty behaves with the highest academic integrity. As the faculty that helps create business and government leaders, we have a special obligation to ensure that our ethical standards are beyond reproach. Any misconduct in our academic transactions violates this trust. The University of Manitoba Graduate Calendar addresses the issue of academic misconduct under the heading "Plagiarism and Cheating." Specifically, acts of academic misconduct include, but are not limited to:

- using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words

- duplicating a table, graph or diagram, in whole or in part, without referencing the source

- paraphrasing the conceptual framework, research design, interpretation, or any other ideas of another person, whether written or verbal (e.g., personal communications, ideas from a verbal presentation) without referencing the source

- copying the answers of another student in any test, examination, or take-home assignment

- providing answers to another student in any test, examination, or take-home assignment

- taking any unauthorized materials into an examination or term test (crib notes)

- impersonating another student or allowing another person to impersonate oneself for the purpose of submitting academic work or writing any test or examination

- stealing or mutilating library materials

- accessing tests prior to the time and date of the sitting

- changing name or answer(s) on a test after that test has been graded and returned

- submitting the same paper or portions thereof for more than one assignment, without discussions with the instructors involved.

Many courses in the I. H. Asper School of Business require group projects. Students should be aware that group projects are subject to the same rules regarding academic misconduct. Because of the unique nature of group projects, all group members must exercise extraordinary care to insure that the group project does not violate the policy on Academic Integrity. Should a violation occur on a group project, all group members will be held jointly accountable, no matter what their individual level of involvement in the specific violation.

Some courses, while not requiring group projects, encourage students to work together in groups (or at least do not prohibit it) before submitting individual assignments. Students are encouraged to discuss this issue as it relates to academic integrity with their instructor to avoid violating this policy.

In the I. H. Asper School of Business, all suspected cases of academic misconduct involving a graduate student (i.e. MBA, MFin, MSCM, MSc or PhD student) will be reported directly by the instructor to the Dean of the Faculty of Graduate Studies.

FACULTY BIOGRAPHY

Jae Yun Kim
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Jae Yun Kim (Ph.D. 2019, Duke University) is an Assistant Professor (Morantz Professorship in Business Ethics) at the I.H. Asper School of Business of the University of Manitoba. He investigates the organizational and social consequences of individual and societal motivations. Specifically, his primary research stream examines how popular cultural beliefs, such as ideas about self-improvement (e.g., empowerment messages, advice to pursue one's passion), shape people's understandings of and behaviors toward organizational and social issues, including responsibility for inequality, poor worker treatment, and unfair career outcomes. Jae Yun worked for a non-profit organization in Korea before pursuing his Ph.D.