

**GRANDE PRAIRIE REGIONAL COLLEGE**  
**Department of Business Administration**  
**BA 1380**  
**Organizational Behavior I**  
**Winter Semester - 2004**

**Instructor:**

Bill Fletcher  
Office: C407  
Telephone: 539-2001  
E-mail: [fletcher@gprc.ab.ca](mailto:fletcher@gprc.ab.ca)

**Text**

Stephen P. Robbins, Nancy Langton,  
Organizational Behavior (Third  
Canadian Edition) Prentice Hall  
Canada Inc., 2003

**Office Hours**

Monday or Wednesday  
1:00 – 4:00 P.M. (or by  
appointment)

**Prerequisite:**

There is no prerequisite required for  
this course

**Course Description**

The organization of human productive energy is the central focus of this introductory course. Themes of balancing task, relationship requirements and the needs of the organization with those of the individual person are stressed. Specific topics include: perception, values, attitudes, motivation, group behavior, and teamwork.

**Transferability**

BA 1380 equals UT (3)

**Course Objective**

A major objective of this course is to explore some of the issues related to “why people behave the way they do in the workplace”. The course begins by exploring the relationship of perception and the development of the cognitive set. The question of how perceptions affect employee personality development is discussed, in depth. Second, employee values and attitudes are discussed and this discussion carries over to the effects values/attitudes impact the workplace. Finally, theories of employee motivation are examined, what causes it, and how can management provide a work environment to extract the most from employees. The course then “changes gears”, and building on the theories and discussions of earlier classes, explores how productive work groups grow into productive work teams. The ingredients that management can use to encourage people to work together and develop cohesive work groups is considered at length.

**GRADING:**

This course will cover a large volume of material. For some students, the material will be completely new while others will have a background in various aspects of the material presented.

To help ensure that students have a full understanding of ALL the course material presented, and to reduce the problems that are created when students are absent, and at the insistence of a large percentage of the Business Administration student body, please note the following:

1. Students will be expected to attend class on a regular basis. Any student having more than six (6) inexcusable absences may not be allowed to write the final exam.
2. In addition, unless unpreventably detained, students are expected to be in class "ON TIME".
3. All assignments must be submitted, on time and in an acceptable format.
4. A final grade will not be assigned until all assignments have been submitted.
5. Assignments with an inordinate number of spelling errors, which display poor grammatical style or which otherwise seem carelessly prepared will be returned significantly penalized or ungraded.
6. Unless previous arrangements are made, no assignment will be accepted after the last scheduled day of class.

**Classroom decorum**

In the past students have brought beverages and light snacks into the classroom during the lecture period. Unfortunately, this practice has gotten out of hand, and in some cases, the classroom has almost resembled a cafeteria. Students have complained that those eating lunches and various snacks cause a distraction. As a result, students are asked to restrict themselves to bringing beverages in cups only to class.

Students have also found that classmates leaving and returning to class during the lecture period cause a disruption. As lectures are only eighty minutes in length, unless it is an emergency, students are asked to remain in class for the whole period.

Course credit will be determined on the following basis:

Mid term Exam	30%
Final Exam	40%
Term Assignment	20%
Two Article Reviews	<u>10% (5% each)</u>
	100%

Conversion of percentages to the Alpha grading system will be as follows:

<u>Percentage</u>		<u>Alpha</u>	<u>4-point</u>	
		<u>Grade</u>	<u>Equivalence</u>	
90	100%	A+	4.0	
85	89%	A	4.0	
80	84%	A-	3.7	
76	79%	B+	3.3	
73	75%	B	3.0	
70	72%	B-	2.7	
67	69%	C+	2.3	
64	66%	C	2.0	
60	63%	C-	1.7	
55	59%	D+	1.3	
50	54%	D	1.0	
0	49%	F	0.0	Failure

**"PLEASE REMEMBER, I DO NOT DETERMINE YOUR GRADE,  
I SIMPLY RECORD IT"**