

GRANDE PRAIRIE REGIONAL COLLEGE
DEPARTMENT OF BUSINESS ADMINISTRATION
COURSE OUTLINE (PEACE RIVER)

BA 1380 - ORGANIZATIONAL BEHAVIOUR

TEXT: Organizational Behaviour: A Canadian Perspective, Arnold, Feldman, Hunt, 1992.

PREREQUISITE: Nil.

COURSE DESCRIPTION: The organization of human productive energy is the central focus of this introductory course. The themes of balancing task and relationship requirements and the needs of the organization with those of the person are stressed. Specific topics include: motivation, stress, group dynamics, leadership and the management of change.

COURSE OBJECTIVES: Organization behaviour type courses have, in some critics' minds, the reputation for being "trendy" and "mushy", i.e. probably worth taking a look at but certainly not worth serious academic study and even more assuredly, not of any great value in the work place. In a word, this view is nonsense.

While it is premature to call the discipline a science, there is a body of well researched knowledge which is anything but "mush". As well, it is the rare executive who will deny that his major problems arise from people issues. This course does expose students to theory but seriously attempts to make it practical and relevant.

In short, no student is adequately prepared to enter the modern business world without an appreciation for the fundamentals of how and why people (including themselves) behave as they do. This, then, is the major objective of this course.

A subsidiary objective is to provide an opportunity for students to use the concepts and principles derived.

Finally, it is hoped that students will re-evaluate their attitudes in the light of the material covered.

GRADING:	Mid-Term Exam	20%
	Final Exam	30%
	Skit	15%
	Quizzes	30%
	Class Contribution	5%
		100%

(Class Contribution - responses to questions
- questions initiated
- interaction with other students)

Conversion from percentages to stanines as follows:

90 - 100%	9
80 - 89%	8
72 - 79%	7
65 - 71%	6
57 - 64%	5
50 - 56%	4
45 - 49%	3
26 - 44%	2
0 - 25%	1

COURSE CONTENT:

<u>Topic</u>	<u>Time Allotment</u>	<u>Text Chapters</u>
Introduction	1.5 Weeks	1, 2
Motivation	3 Weeks	4, 5, 15 P. 511-528
Stress Management	1.5 Weeks	16
Group Dynamics	3 Weeks	7, 8
Leadership	2 Weeks	9
Resistance to Change	1.5 Weeks	17
Review	.5 Week	

SKITS: Objectives:

- enhance learning by **application** of material.
- use creative talents of students.
- enjoyable change of pace
- review of material
- provide a common denominator re: group dynamics

Task:

In groups of 4-5, write and deliver a 7-10 minute skit which is based on a real situation and which demonstrates an OB principle in use or abuse. Skits in which an OB principle could or should have been used but wasn't will likely provide the most interesting material. Scripts may be read but feel free to fully exercise your creative faculties - the more outlandish the better! Then, a 7-10 minute debrief, Q&A session lead by the group is required during which time the OB portion should be hammered home. I will be pleased to help if asked. Work with whomever you choose. All students in the group get the identical mark.

Marking Scheme:

Creativity and Polish of Presentation	3
Interest Aroused and Maintained	2
Relevance of Skit to OB	3
Adherence to Time Lines	1
Learning Value of Debrief	6
TOTAL	15