

Grande Prairie Regional College

Department of Business Administration

Organizational Behaviour

BA 1380 3 (3-0)

Course Outline Fall 2003 Section D

- Instructor:** Marjorie Ferguson
- Office:** C301
- Telephone:** 539-2971
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- Office Hours:** 1:00 to 3:00 Mondays and Wednesday. Please make an appointment.
- Required Text:** Robbins, Stephen P., Langton, Nancy. **Organizational Behaviour, Concepts, Controversies, Applications** (3rd Can Ed) Pearson Education 2003.

Course Description

Organizational Behaviour is a field of study which investigates the impact of individuals, groups and structure on behaviour within organizations with the goal of improving organizational effectiveness. This introductory course will cover the topics of perception, personality, emotions, values, attitudes, motivation, stress management, group dynamics, teamwork, power and politics. The text emphasizes Canadian content and research in the setting of the globalized marketplace of the 21st century

Transferability

This course provides exemption to the CMA Organizational Behaviour course and in conjunction with BA2390 equals UT(3)

Course Objectives

A major objective of this course is to explore complexities of human interaction within organizations. As such it combines the contributions of psychology, sociology, social psychology, anthropology and political science to understand and influence the systems-level behaviour of organizations. It seeks to examine the concept of employee motivation - what promotes it and how management can create an environment that maximizes employee productivity and well-being.

Course Format

BA1380 consists of two 80 minute classes weekly. Preparatory readings will be mainly from the text, but will be supplemented by periodical literature and selected case studies. Instructional method will include lectures, media presentations, discussions, student presentation and intensive group work.

Course Evaluation

The following components will determine your final grade:

Team Projects	25%
Article Review	10%
Class Participation	10%
Quizzes	10%
Midterm Exam	20%
Final Exam	25%

Team Project

A project in which a team of 4 students – self selected – will detail a real company problem involving personnel issues. The students will choose a company to contact and evaluate. A detailed plan of your groups' topic must be submitted and approved by the instructor before in-depth work is commenced. Each group will do a presentation of their topic to the class.

Article Review

Students will individually choose an article from current Organizational Behaviour research literature and write a review of it. Format required will be provided in class.

Class Participation

Class participation will be assessed by attendance, evidence of completion of assigned readings, attention to task, and contribution to class discussion and activities. These behaviours will not only lead to a good class participation mark but will maximize the probability of success in the course.

Quizzes

There will be five in-class quizzes periodically during the course.

Grading System

The college is moving to an Alpha Grading system in order to be consistent with other centres of higher education in Alberta. The marks will range from an A+ for excellent performance to a F for failure. A detailed handout will be provided in class.

Tentative Class Schedule for BA1380 - sections A and D

<u>Dates</u>	<u>Topics</u>
Sep 4	Introduction
Sep 9, 11	Organizational Behaviour – What is it really?
Sep 16, 18, 23	Perception, Personality and Emotions <i>*Form into teams of 4</i>
Sep 25, 30, Oct 2	Values and Attitudes and their Effects in the Workplace
Oct 7, 9	Motivating Self and Others <i>*Submit company, contact and plan for team project.</i>
Oct 14, 16	Motivating Self and Others
Oct 21, 23	Review Course Material, Midterm Exam
Oct 28, 30, Nov 4	Foundations of Group Behaviour
Nov 6, 13	Developing Teamwork
Nov 18, 20	Interacting with Others , Communication <i>*Team project due</i>
Nov 25, 27	Interacting with Others, Communication
Dec 2, 4	Presentation of Articles
Dec 8 – end of term	Final Exam – Date to be announced

