



Grande Prairie Regional College

School of Business

Department: Business Administration and Commerce

Course Outline – Winter - 2006

BA 1380 Organizational Behavior I

Department Website: <http://www.gpbusiness.ca/>

GPRC Web site: <http://www.gprc.ab.ca/>

Instructor W. Fletcher

E-mail: fletcher@gprc.ab.ca

Office C407

Telephone (780) 539 – 2001

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

Office Hours Monday or Wednesday 2:30 – 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)

Athabasca University, University of Lethbridge, Thompson Rivers' University (Kamloops), Royal Roads University, Lakeland College (into their Applied Degree in Financial Services) and Okanagan College

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:

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.

In addition, unless unpreventably detained, students are expected to be in class "ON TIME".

All assignments must be submitted, on time and in an acceptable format.

A final grade will not be assigned until all assignments have been submitted.

No assignment will be accepted after the last scheduled day of class.

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.

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 Grade</u>	<u>4-point 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"**