

Organizational Behaviour

OCT 28 1999

COURSE: OB 3010 3(3-0) UT(3)
T & R 11:30- 12:30 E305

University of Regina
Faculty of Education

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NATURE AND PURPOSE OF THE COURSE:

This course explores questions relevant to the understanding, explanation, and prediction of behaviour in organizations. It focuses on the contributions from the social and management sciences and experience. It is, therefore, a blending of scientific theory, empirical data, and subjective experience in application and interpretation.

There is no "one best way" to manage or lead behaviour in organizations. However, there are costs and benefits associated with specific actions (or lack of actions). Understanding and application of theory, analytical skill development, and experiential development of a "feel" for the tasks involved in working in organizations are all important parts of this course.

OBJECTIVES OF THE COURSE:

1. to gain an appreciation of the contribution of the behavioural sciences to the understanding of the management process;
2. to develop a theoretical basis for analysing human behaviour in organizational settings;
3. To develop the ability to put theory into practice through application to personal experience and/or case studies;
4. To develop an understanding of the effects of interaction and structure on human behaviour;
5. To develop and improve interpersonal skills relevant to OB in practice.

EVALUATION METHODS:

There will be 5 quizzes and 3 exams in this course. There will also be case analyses and experiential exercises. Each is described below:

Quizzes: Each quiz will be "objective" (multiple choice,) and will cover only the materials covered in the particular section of the course. Quizzes will take no more than 15 minutes of class time and will be discussed the same day they are written.

Examinations: There will be three exams. Exams will be multiple choice and will focus on materials centrally important to managers. The exams will take approximately an hour. The Final Examination will be cumulative.

Case Analyses: The development of your ability to apply theory to situations and communicate your conclusions and recommendations is a vital part of the course. We will discuss most, if not all of the cases presented in the text. Once we have established the baseline expectations, you will prepare written analyses of indicated cases for formal grading and discussion in class.

Marks will be deducted for errors in style, grammar, spelling- etc. You may also work cooperatively with other students and do team essays. All persons who worked on the case analysis will receive the same mark.

Experiential Activities: From time to time we will be doing exercises, discussing videos, and engaging in discussions on the point-counterpoint dialogues in the text, which will be discussed in the context of theory, research, or OB practice. Marks will be awarded on the basis of participation.

GRADING SYSTEM:

GRADE	INTERPRETATION	PERCENTAGE EQUIVALENT
9		90 +
8	Excellent	80-89
7		72-79
6	Good	65-71
5		57-64
4	Pass	50-56
3	Fail	45-49
2		26-44
1		0-25

MARKS:

Quizzes/Activities	20 %
Examinations	70 %
First Exam	15%
Second Exam	15%
Third Exam	15%
Final Exam	25 %
Case Analyses	10 %

LEARNING RESOURCES:

Robbins, Stephen P. ORGANIZATIONAL BEHAVIOUR: CONCEPTS, CONTROVERSIES, APPLICATIONS

COURSE SCHEDULE

Sept 9	Introduction: Defining Our Organizational Behaviour Course
Sept 14	Chapter 1 - What IS Organizational Behaviour?
Sept 16	Chapter 2 - Working in the Organization of the 21st Century
Sept 21	Chapter 3 - Perception and Personality
Sept 23	Chapter 4 - Values, Attitudes, and Job Satisfaction
Sept 28	Chapter 5 - Basic Motivation Concepts
Sept 30	Review / Discussion
Oct 5	Exam #1 on chapters 1,2,3,4,5
Oct 7	Chapter 6 - Motivation: Aligning Incentives to Goals
Oct 12	Chapter 7 - Foundations of Group Behaviour
Oct 14	Chapter 8 - Understanding work teams
Oct 19	Chapter 9 - Communication
Oct 21	Chapter 10 - Decision Making, Creativity, and Ethics
Oct 26	Review / Discussion
Oct 28	Exam 2 Chapters 6,7,8,9,10
Nov 2	Chapter 11 - Leadership
Nov 4	Chapter 12 - Power and Politics
Nov 9	Chapter 13 - Conflict and Negotiation
Nov 11	Remembrance Day
Nov 16	Chapter 14 - Foundations of Organizational Structure
Nov 18	Chapter 15 - Work Design
Nov 23	Review / Discussion
Nov 25	Exam 3 Chapters 11,12,13,14,15
Nov 30	Chapter 16 - Organizational Culture
Dec 2	Chapter 17 - Organizational Change and Stress Management
Dec 7	Review / Discussion
Dec 9	Review / Discussion

*** Examination M Scheduled by the Registrar's Office

1. Keep this outline. It will be your course reference throughout the term.
2. You are responsible for changes (additions and/or deletions) to this outline made in class.
3. It is your responsibility to attend class. Should you be unable to attend class, it is your responsibility to find out what was missed.