

SEP 14 2000

Organizational Behaviour

COURSE: OT 3010 3(3-0) UT(3)
T & R 10.00- 11:20 B208

INSTRUCTOR: R. J. Beeson
Office: C 306
Phone: 539-2864 (532-1299)
E-mail: rbeeson@telusplanet.net

Office Hours: MW 11:30 - 12 :30, by appointment, or anytime I'm free.

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 3 quizzes, 3 midterms and a final exam in this course. There will also be 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.

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:

Participation	10 %
Quizzes/Activities	15 %
Examinations	75 %
First Exam	20%
Second Exam	20%
Third Exam	20%
Final Exam	15%

LEARNING RESOURCES:

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

COURSE SCHEDULE

Sept 7	Introduction: Defining Our Organizational Behaviour Course
Sept 12	Chapter 1 - What is Organizational Behaviour?
Sept 14	Chapter 2 - Working in the Organization of the 21 st Century
Sept 19	Chapter 3 - Perception and Personality
Sept 21	Quiz 1-3
Sept 26	Chapter 4 - Values, Attitudes, and Job Satisfaction
Sept 28	Chapter 5 - Basic Motivation Concepts
Oct 3	Review / Discussion
Oct 5	Exam #1 on chapters 1,2,3,4,5
Oct 10	Chapter 6 - Motivation: Aligning Incentives to Goals
Oct 12	Chapter 7 - Foundations of Group Behaviour
Oct 17	Chapter 8 - Understanding work teams
Oct 19	Quiz 6-8
Oct 24	Chapter 9 - Communication
Oct 26	Chapter 10 - Decision Making, Creativity, and Ethics
Oct 31	Review / Discussion
Nov 2	Exam 2 Chapters 6,7,8,9,10
Nov 7	Chapter 11 - Leadership
Nov 9	Chapter 12 - Power and Politics
Nov 11	Remembrance Day
Nov 14	Chapter 13 - Conflict and Negotiation
Nov 16	Quiz 11-13
Nov 21	Chapter 14 - Foundations of Organizational Structure
Nov 23	Chapter 15 - Work Design
Nov 28	Review / Discussion
Nov 30	Exam 3 Chapters 11,12,13,14,15
Dec 5	Chapter 16 - Organizational Culture
Dec 7	Chapter 17 - Organizational Change and Stress Management

*** Examination 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.