



**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**COURSE OUTLINE – OT 3010 3(3-0-0)UT – ORGANIZATIONAL**  
**BEHAVIOUR**

**INSTRUCTOR:** Richard Beeson      **PHONE:** 539-2864 (office)  
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**OFFICE HOURS:** Monday & Wednesday  
13:00 – 14:00 or by appointment

**PREREQUISITE(S)/COREQUISITE:** None

**REQUIRED TEXT/RESOURCE MATERIALS:**

Robbins, Stephen P., and Langton, Nancy. (2010) Organizational Behaviour, Concepts, Controversies, Applications (Fifth Canadian Edition). Toronto. Pearson Prentice Hall.

**CALENDAR DESCRIPTION:**

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.

**CREDIT/CONTACT HOURS:**

This is a 3 credit course with 3 lecture hours per week. Students are expected to attend all classes.

**DELIVERY MODE(S):**

The course work includes a combination of lectures, class discussions, group work, in-class exercises, videos and case studies. Where appropriate and when available, guest speakers will be used.

## OBJECTIVES:

To gain an appreciation of the contribution of the behavioural sciences to the understanding of the management process;

To develop a theoretical basis for analyzing human behaviour in organizational settings;

To develop the ability to put theory into practice through application to personal experience and/or case studies; To develop an understanding of the effects of interaction and structure on human behaviour;

**To develop and improve interpersonal skills relevant to OB in practice.**

## TRANSFERABILITY:

\*\* Grade of D or D+ may not be acceptable for transfer to other post-secondary institutions.

Students are cautioned that it is their responsibility to contact the receiving institutions to ensure transferability.

## GRADING CRITERIA:

### MARKS:

Participation	10 %
Quizzes/Activities	10 %
Examinations	60 %
Presentations	20 %
<b>First Exam</b>	<b>15%</b>
<b>Second Exam</b>	<b>15%</b>
<b>Third Exam</b>	<b>15%</b>
<b>Final Exam</b>	<b>15%</b>

*Participation:* This is reserved to reflect attendance and contributions to class. In particular it will be used to enhance grades for participation in case discussion, and class discussion. It will default to the average of the other earned grades unless there is no contribution or poor attendance, in which case it will be revised negatively. Positive contributions will result in a positive adjustment.

*Quizzes:* Each quiz will be "objective" (multiple choice,) and will cover only the materials covered in the particular section of the course. Quizzes will enable the student to accustom themselves to the examination style utilized in midterms and ensure they keep up in their readings.

*Examinations:* There will be three midterm exams and a final. 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.

*Presentations:* There will be one twenty minute presentation. Presentations may be of a topic of interest in a chapter, or of a case at the end of a chapter. They will consist of a twenty minute presentation and ten minutes for questions.

*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.

## EXAMINATIONS:

There will be 4 quizzes and 3 midterms and a final in this course. There may also be presentations, case analysis and experiential exercises.

## STUDENT RESPONSIBILITIES:

## STATEMENT ON PLAGIARISM AND CHEATING:

Please refer to pages 49-50 of the College calendar regarding plagiarism, cheating and the resultant penalties. These are serious issues and will be dealt with severely.

## COURSE SCHEDULE/TENTATIVE TIMELINE:

Fall 2011

September 12	Introduction: Defining Our Organizational Behaviour Course
September 14	Chapter 1 What is Organizational Behaviour?
September 19	Chapter 2 Perception, Personality, and Emotions
September 21	Chapter 3 Values, Attitudes, and Diversity in the Workplace
September 26	<i>Quiz 1 – 3</i>
September 28	Chapter 4 Theories of Motivation
October 03	Chapter 5 Motivation in Action
October 05	Discussion
October 10	Thanksgiving
October 12	<i>Exam #1 Chapters 1, 2, 3, 4, 5</i>
October 17	Chapter 6 Groups and Teamwork
October 19	Chapter 7 Communication
October 24	Chapter 8 Power and Politics
October 26	<i>Quiz 6 – 8</i>
October 31	Chapter 9 Conflict and Negotiation
November 02	Chapter 10 Organizational Culture
November 07	Discussion
November 09	<i>Exam #2 Chapters 6, 7, 8, 9, 10</i>
November 14	Chapter 11 Leadership
November 16	Chapter 12 Decision Making, Creativity, and Ethics
November 21	<i>Quiz 11 – 12</i>
November 23	Chapter 13 Organizational Structure
November 28	Chapter 14 Organizational Change
November 30	<i>Exam #3 Chapters 11, 12, 13, 14</i>
December 05	<i>Discussion</i>
December 07	Exam

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.