



**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**      Tuesday & Thursday  
**HOURS:**      12:00 – 13:00 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 %       |
| Examinations             | 75 %       |
| Presentations            | 15 %       |
| <b>First Exam</b>        | <b>10%</b> |
| <b>Second Exam</b>       | <b>10%</b> |
| <b>Third Exam</b>        | <b>10%</b> |
| <b>Fourth Exam</b>       | <b>10%</b> |
| <b>Cumulative Exam 1</b> | <b>15%</b> |
| <b>Cumulative Exam 2</b> | <b>15%</b> |
| <b>Final Exam</b>        | <b>5%</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 exams and 2 cumulative exams and a cumulative 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:

Winter 2012

|                |   |
|----------------|---|
| January 05     | Introduction: Defining Our Organizational Behaviour Course  |
| January 10     | Chapter 1 What is Organizational Behaviour?                 |
| January 12     | Chapter 2 Perception, Personality, and Emotions             |
| January 17     | Chapter 3 Values, Attitudes, and Diversity in the Workplace |
| January 19     | <i>Exam 1 Chapters 1, 2, 3</i>                              |
| January 24     | Chapter 4 Theories of Motivation                            |
| January 26     | Chapter 5 Motivation in Action                              |
| January 31     | Chapter 6 Groups and Teamwork                               |
| February 02    | Chapter 7 Communication                                     |
| February 07    | <i>Discussion</i>   |
| February 09    | <i>Exam #2 Chapters 4, 5,6,7</i>                            |
| February 14    | <i>Discussion</i>   |
| February 16    | <b>Cumulative Exam 1 Chapters 1-7</b>                       |
| February 18-26 | Reading Week  |
| February 28    | Chapter 8 Power and Politics                                |
| March 01       | Chapter 9 Conflict and Negotiation                          |
| March 06       | Chapter 10 Organizational Culture                           |
| March 08       | Chapter 11 Leadership                                       |
| March 13       | <i>Discussion</i>   |
| March 15       | <i>Exam #3 Chapters 8, 9, 10,11</i>                         |
| March 20       | Chapter 12 Decision Making, Creativity, and Ethics          |
| March 22       | <i>Chapter 13 Organizational Structure</i>                  |
| March 27       | Chapter 14 Organizational Change                            |
| March 29       | <i>Exam #4 Chapters 12, 13,14</i>                           |
| April 03       | <i>Discussion</i>   |
| April 05       | <b>Cumulative Exam 2 Chapter 8-14</b>                       |
| April 10       | <i>Discussion</i>   |
| April 12       | <b>Final Chapter 1-14</b>                                   |

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.