

GRANDE PRAIRIE REGIONAL COLLEGE  
DEPARTMENT OF ARTS, EDUCATION, AND  
COMMERCE

FALL, 1995.

COURSE: OT 3010 3(3-0) UT(3)  
T & Th 11:00- 12:20 B 208  
Organizational Behaviour

INSTRUCTOR: V. J. Salvo

Office: C 402

Phone: 539-2993 (532-0709)

Office Hours:

M-W 2:00 - 3:00

T & Th 1:30 - 3:00

by appointment, or anytime if 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 non-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 behavioral sciences to the understanding of the management process;
2. to develop a theoretical basis for analyzing 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 organizational behaviour in practice.

## EVALUATION METHODS:

There will be three examinations in this course. There will also be case analyses, in class exercises, and class presentations. Each is described below:

*Examinations:* Each examination will be "objective" (multiple choice,) and will cover only the materials covered in the particular section of the course.

*Case Analyses:* The development of your ability to apply theory to situations and communicate your conclusions and recommendations is a vital part of this course. We will discuss several 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 work cooperatively with others but the work you submit must be your own. Your work will normally be due at the beginning of class on the last date for discussion of that chapter. Late work will not be graded. We will discuss the form and the evaluation criteria for your case work in class.

*Class Presentation:* Groups of not more than six persons will be formed. Each group will be responsible for at least one, but probably two different 45 minute presentations of text materials to the class. I will make the overheads and Instructor's resource materials available to each team. The dates for these presentations are shown in the course outline. Preferences will be honoured, in so far as possible, but final responsibility for assigning topics is Mine.

*Experiential Activities:* From time to time we will be doing exercises which will be discussed in the context of theory, research, or OB practice. Marks will be awarded on the basis of participation. For this reason, your presence and participation is important and will be the basis for awarding points.

**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:**

Examinations		65%
I	25%	
II	25%	
FINAL	15%	
Case Analyses		20%
Exercises/Activities		05%
Class Presentations		10%

**LEARNING RESOURCES:**

Robbins, Stephen P. ORGANIZATIONAL BEHAVIOUR: CONCEPTS, CONTROVERSIES, AND APPLICATIONS, Sixth Ed. Prentice-Hall, 1993.

**COURSE SCHEDULE**

DATE	TOPIC	CHAPTER(S) IN TEXT
September 07-12	INTRODUCTION	1 - 2
14-19	INDIVIDUAL BEHAVIOUR	3
21-26	PERCEPTIONS & DECISIONS	4
28- Oct 03 Sept 28	ATTITUDE AND SATISFACTION Group 3 Presentation, Ch 5.	5

October		
05-12	MOTIVES AND MOTIVATORS	6 - 7
17	EXAMINATION I	
19-26	GROUP BEHAVIOUR AND TEAMS	8 - 9
31- Nov 2	COMMUNICATION AND LEADERSHIP	10 - 11
07-16	POWER, POLITICS AND CONFLICT	12 & 13
Nov 21	EXAMINATION II	
23-30	STRESS AND HUMAN RESOURCES	15 - 16
December		
05-07	REVIEW AND STIMULUS	A - B

**\*\*\* Examination III Scheduled by the Registrar's Office \*\*\***

N.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.