



Grande Prairie Regional College

School of Business

Department: Business Administration and Commerce

COURSE OUTLINE – WINTER 2008

BA 1380 C3 - 3(3-0-0)UT – Organizational Behaviour I

Instructor: W. D. (Bill) Fletcher

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Office Monday, Tuesday & Thursday

Hours: 10:00 – 2:00 or by appointment

Class: Wednesday & Friday

Time: 1:00 – 2:20 P.M.

Classroom: B206 (Subject to change)

Prerequisite:

There is no prerequisite for this course.

Required Text/Resource Materials:

Robbins, Stephen P., and Langton, Nancy. Organizational Behaviour, Concepts, Controversies, Applications (Fourth Canadian Edition). Toronto. Pearson-Prentice Hall, Toronto, Canada, 2007.

Description:

The organization of human productive energy is the central focus of this introductory course. Themes of balancing task, relationship requirements, and the needs of the organization with those of the individual, are stressed. Specific topics include: perception, personality, values, attitudes, motivation, group behaviour, teamwork, power and politics.

Credit/Contact Hours:

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

Delivery Mode(s):

The course work includes a combination of lectures, class discussions, group work, article reviews, and in-class exercises. This course will cover a large volume of material. For some students, the material will be completely new, while others will have a background in various aspects of the material presented.

Objectives:

1. To understand some of the issues related to “why people behave the way they do in the workplace.”
2. The course begins by discussing the “The Basic Theory of Management” by Jon Seiler. This discussion consists exclusively of lectures and students are encouraged to attend these classes. Following the work of Seiler we then discuss the paper, “The Motivational Basis of Organizational Behavior” by Daniel Katz.
3. At the conclusion of the opening lecture series discussing Seiler and Katz's work we then begin to explore the relationship of perception and the growth of the cognitive set. The question of how perceptions affect employee personality development is discussed in depth.
4. A discussion of Employee values and attitudes follows and this discussion carries over to how values and attitudes can impact behavior in the workplace.
5. Building on the theories of perception, values, and attitudes the theories of employee motivation are examined. The question that is addressed in this section is, “how can management provide a work environment to extract the best efforts from employees.”
6. Using the theories of perception, values, and motivation of earlier classes the course explores how productive work groups grow into productive work teams.
7. To understand how effective interaction can occur to achieve cohesive work groups.

Transferability:

Athabasca University, University of Lethbridge, Thompson Rivers' University (Kamloops), Royal Roads University, Lakeland College and Okanagan College. Students are strongly advised to check with the receiving institution for more details and to ensure transferability.

Grading Criteria:

Mid term exam	30%
Final Exam	40%
Attendance and Classroom participation	10%
Four Article reviews	<u>20% (5% each)</u>
TOTAL	100%

All assignments submitted are to be on time and in an acceptable format.

Unauthorized late assignments will have a 10% per day late penalty applied to the assigned grade.

Unless previous arrangements are made, no assignment will be accepted for grading after the last scheduled day of class. All assignments submitted after the last day of class will receive a grade of zero.

No grade will be assigned until all assignments have been submitted.

Students are expected to attend class on a regular basis. Any student having more than six (6) inexcusable absences may not be allowed to write the final exam.

We should not have to discuss this section again, please.

Classroom decorum

Students have complained that classmates leaving and returning to class during the lecture period cause a disruption. As lectures are only eighty minutes in length, unless it is an emergency, students are asked to remain in class for the whole period.

In the past, students have brought beverages and light snacks into the classroom during the lecture period. Unfortunately, the practice has gotten out of hand, and in some cases, the classroom has almost resembled a cafeteria. Students have complained that those eating lunches and various snacks cause a distraction. As a result, students are asked to restrict themselves to bringing beverages only to class.

Grades will be assigned on the Letter Grading System using the following conversion chart:

**Business Administration and Commerce Department
Grading Conversion Chart**

Alpha Grade	4-point Equivalent	Percentage Guidelines	Designation
A⁺	4	94 – 100	EXCELLENT
A	4	90 – 93	
A⁻	3.7	85 – 89	FIRST CLASS STANDING
B⁺	3.3	80 – 84	
B	3	76 – 79	GOOD
B⁻	2.7	72 – 75	
C⁺	2.3	68 – 71	SATISFACTORY
C	2	64 – 67	
C⁻	1.7	60 – 63	
D⁺	1.3	55 – 59	MINIMAL PASS
D	1	50 – 54	
F	0	0 – 49	FAIL

Examinations:

Final examinations will be written in the gym and scheduled by the Registrar during the period Monday, April 14, 2008 to Thursday, April 24, 2008. As exams are often scheduled in the evenings and on Saturday DO NOT PLAN ANY ACTIVITIES DURING THIS PERIOD.

Statement on Plagiarism: Please ensure you read and understand the College policy on plagiarism as published in the Calendar. The instructor reserves the right to use electronic plagiarism detection services.