

GRANDE PRAIRIE REGIONAL COLLEGE
BUSINESS ADMINISTRATION
COURSE OUTLINE

BA 138 A3 and B3 - ORGANIZATION BEHAVIOR I

- TEXT: Organization Behavior, Concepts, Controversies and Applications; Stephen P. Robbins, Prentice Hall, Inc.; 3rd Edition; 1986.
- PREREQUISITE: Nil.
- COURSE DESCRIPTION: A behavioral approach to the study of the human situation in organizations. Topics will include motivation, conflict and stress, group dynamics, leadership, and the management of change. A major objective will be to translate behavioral theory into usable principles for management. Group work, case studies, and lectures are the principle teaching techniques for this course.
- COURSE OBJECTIVES: Studies have shown that over 84% of firings were due to poor interpersonal relationships. Only 16% of executive terminations were for poor performance.¹ As well, it is the rare executive who will deny that his major problems arise from people issues. This course seriously attempts to make theoretical material usable.
- In short, no student of business is adequately prepared to enter the modern business world without an appreciation for the fundamentals of how and why people (including themselves) behave as they do. This, then, is the major objective of this course.

¹Source: Richard Gould, Why Good People Get Fired and How To Avoid it, John Wiley and Sons, Toronto, 1986.

Many of you will be managing people and will also have an employer. My course is designed to help you to understand the human side of management, of your boss, yourself and your employees.

Whether you are an accountant, banker or marketer, you will inevitably have to understand people, power, politics, stress, job satisfaction and so on, to be successful.

It is my aim to provide you with the best tools to manage and understand the interpersonal relationships between people in organizations.

On the outside world your understanding of power, organizational politics, stress, group dynamics, leadership and management of change, etc., will help determine your success.

EVALUATION:

Conversion from percentages to the nine-point scale as follows:

90 - 100%	9	
80 - 89%	8	Excellent
72 - 79%	7	
65 - 71%	6	Good
57 - 64%	5	
50 - 56%	4	Pass
45 - 49%	3	Fail
26 - 44%	2	
0 - 25%	1	

- i) Final Grades will be compiled in the following fashion:

Quizzes	50%	(i.e. 5 at 10%)
Assignments	10%	(i.e. 10 at 10%)
Case	10%	
Final Exam	30%	

- ii) Schedule of Quizzes

- January 22
- February 18
- March 17
- March 31
- April 8

iii) Schedule of Assignments

- a. Most assignments are small and will be due at the beginning of class on Tuesdays starting January 12. Assignments can be handwritten, but must be legible.
- b. Assignments will provide you with feedback on your progress.
- c. Late Work Policy: Medical reasons or exceptional circumstances are the only acceptable reasons. Inform me ahead of time if possible.

iv) Case Study

The case study is due March 14 at the beginning of class. Please get them in early if possible.

Each student will be given a standardized problem on January 19.

All case studies must be typewritten, double-spaced and no longer than 10 pages.

The exact requirements of the problem will be assigned with the case.

COURSE CONTENT:

<u>Topic</u>	<u>Approximate Time Allotment</u>	<u>Text Chapters</u>
Introduction	1 week	1, 2
Ability & Motivation	2 weeks	5
Conflict & Stress	2 weeks	10, pp 382-388
Group Dynamics	3 weeks	6, pp.225-231
Leadership	2 weeks	8
Resistance to Change	1 week	nil
*Power, Politics	2 weeks	9
Org. Structure	1 week	11

*All or part of this section may be deferred to BA 239 Organization Behavior II.

Additional handouts and videos will supplement the text. Film times will be based on availability.

WINTER 1988