

**GRANDE PRAIRIE REGIONAL COLLEGE  
ARTS, COMMERCE & EDUCATION**

**COURSE OUTLINE**

**Organizational Behaviour OT3010 UT 3 (3-0-0)**

**FALL 2003**

**INSTRUCTOR:** Richard Beeson, B.Sc., M.B.A.  
**TELEPHONE:** (W) 539-2864 (H) 513-3799  
**EMAIL:** (W) rbeeson@gprc.ab.ca (H) rbeeson@telusplanet.net  
**OFFICE:** C306  
**OFFICE HOURS:** 10:00 to 11:20TR or by appointment  
**CLASS TIME:** 14:30 - 15:50 P.M. MW  
**PRE-REQUISITES:** None  
**TEXT:** Robbins, Stephen P. ORGANIZATIONAL BEHAVIOUR: CONCEPTS,  
CONTROVERSIES, APPLICATIONS

**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 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.

**OBJECTIVES OF THE COURSE:**

1. To gain an appreciation of the contribution of the behavioural 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 OB in practice.

**EVALUATION METHODS:**

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

Each is described below:

*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 exams. 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.

*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.

#### GRADE COMPOSITION:

##### **MARKS:**

Participation	10 %
Quizzes/Activities	10 %
Examinations	80 %
<b>First Exam</b>	<b>20%</b>
<b>Second Exam</b>	<b>20%</b>
<b>Third Exam</b>	<b>20%</b>
<b>Final Exam</b>	<b>20%</b>

## COURSE SCHEDULE

Sept. 3	Introduction: Defining Our Organizational Behaviour Course
Sept. 8	Chapter 1 What is Organizational Behaviour?
Sept. 10	Chapter 2 Perception, Personality, and Emotion
Sept. 15	<i>Quiz 1 – 2</i>
Sept. 17	Chapter 3 Values, Attitudes, and Their Effects in the Workplace
Sept. 22/24	Chapter 4 Motivating Self and Others
Sept. 29	<i>Exam #1 Chapters 1, 2, 3, 4</i>
Oct. 1	Chapter 5 Groups and Teamwork
Oct. 6	Chapter 6 Communication
Oct. 8	<i>Quiz 5 – 6</i>
Oct. 13	<i>Thanksgiving</i>
Oct. 15	Chapter 7 Power and Politics
Oct. 20	Chapter 8 Conflict and Negotiation
Oct. 22	Review / Discussion
Oct. 27	<i>Exam #2 Chapters 5, 6, 7, 8</i>
Oct. 29	Chapter 9 Organizational Culture
Nov. 3	Chapter 10 Leadership
Nov. 5	<i>Quiz 9 – 10</i>
Nov. 11	<i>Remembrance Day</i>
Nov. 12	Chapter 11 Decision Making, Creativity, and Ethics
Nov. 17	Chapter 12 Organizational Structure
Nov. 19	Review / Discussion
Nov. 24	<i>Exam #3 Chapters 9, 10, 11, 12</i>
Nov. 26	Chapter 13 Job and Workplace Design
Dec. 1	Chapter 14 Organizational Change
Dec. 3	<i>Quiz 13 – 14</i>
Dec. 8	Last Organization Theory Class
Dec. 9	Last Day of classes in this term

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

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.