

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

WINTER, 1995.

COURSE: OT 3010 3(3-0) UT(3)
 T & Th 11:00- 12:20 A 212
 Organizational Behaviour

INSTRUCTOR: V. J. Salvo
 Office: C 402
 Phone: 539-2993 (532-0709)
 Office Hours:
 M-W-F 11:00 - 12:00
 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 two examinations and a final examination in this course. There will also be case analyses and in class exercises. 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.

Final examination: The final examination will include materials from the whole 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 also work cooperatively with other students and do team essays. All persons who worked on the case analysis will receive the same mark. Your work is "due" on the first day on which the materials are assigned.

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		70%
I	20%	
II	20%	
FINAL	30%	
Case Analyses		15%
Exercises/Activities		15%

LEARNING RESOURCES:

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

COURSE SCHEDULE

DATE	TOPIC	CHAPTER(S) IN TEXT	ADDITIONAL ASSIGNMENT
January 03-10	INTRODUCTION	1 - 3	Ex 1a & 3b Case 2 & 3
12-17	INDIVIDUAL BEHAVIOUR	4	Ex 4b Case 4
19-24	PERCEPTION & ATTITUDES	5 & 6	Ex 5a Case 6
26-31	MOTIVATION	7 & 8	Ex 8b Case 7
FEBRUARY 02	EXAMINATION I		
07-09	GROUPS AND COMMUNICATION	9 & 10	Ex 9a Case 10
14-16	LEADERSHIP	11	Ex 11b Case 11
19- MARCH 05	MID-SEMESTER BREAK No Classes		
07-09	POWER, POLITICS AND CONFLICT	12 & 13	Ex 12a&13b Case 12&13
14-16	ORGANIZATIONAL STRUCTURE AND DESIGN	14 & 15	Ex 14b&15a Case 14&15
21	HUMAN RESOURCES	16	Case 16
23	EXAMINATION II		
28-30	CULTURAL SYSTEMS	17	Ex 17a&b Case 17
APRIL 04-06	WORK STRESS	18	Case 18
11-13	ORGANIZATIONAL CHANGE AND DEVELOPMENT	19	Ex 19b Case 19

*** 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.