



A POLYTECHNIC INSTITUTION

School of Business

(ORGB 1105) ORGANIZATIONAL BEHAVIOUR

Times: Online (CRN 80978)

Instructor: Dennis MacDougall-Purnell

Start Date: May 11, 2014

End Date: Aug. 8, 2014

Total Hours: 45 Total: 13-wks.

Term/Level: S 14 Course Credits: 4.0

Prerequisites: It is **STRONGLY RECOMMENDED** that students complete BUSA 1005 (Intro to Business) before enrolling in this course if you have no business experience or knowledge. **ORGB 1105 is a Prerequisite for: HRMG 3105 (Introduction to HRM) & HRMG 3205 (Labour Relations 1).**

English Language Requirement: This is a university credit bearing course, and you are expected to meet the minimal language requirements to be here. TOEFL (computer-based) 220 – 237 (OR) TOEFL (paper-based) 550 – 580; IBT 83 – 92, IELTS 5.0 – 6.5 (Academic Stream) BCIT Individual Assessment (COMM 0015). Writing will be a critical component in this course so you will need to write proficiently and at the academic (university) level.

Please note that this is a 4-credit INTERNET based course requiring your full attention for the entire 13 weeks.

Organizational Behaviour presents the study of factors that either influence or are influenced by people at work. The course will focus on macro factors such as organizational change; group factors such as team dynamics, leadership, conflict and power; and micro or individual factors such as personality, attitudes, perception and motivation. An understanding of these topics will help students (future employees and managers) understand the behaviour of individuals and teams in organizations and how these relate to the effective operation of organizations.

Required Textbook: McShane, Steven L. (2009). *Canadian Organizational Behaviour (8th Edition)*, McGraw-Hill Ryerson. Students may also make use of the companion website listed in their textbook for add'l resources (if you have a used textbook, you can contact the publisher to purchase a new Compass-code).

Required website: Login to <https://learn.bcit.ca> → Click onto “my courses” → then access your course. Everything is located in “contents”. New content and discussion topics will be released weekly. PLEASE forward the D2L email to your preferred email so you don't miss any important messages. **YOU CANNOT respond to D2L email from outside of D2L, so if you do forward to gmail (etc.) you will need to go into D2L in order to reply.**

Course Outline Changes: The material or schedule specified in this course outline “may” be changed by the instructor. If changes are required, they will be announced in class.

Evaluation:

Midterm	25	%	NOTE: Students MUST have a passing average (50%) of their midterm + final exams combined to receive credit for this course. $\frac{\text{Midterm} + \text{Final}}{2} = 50\%$
Final	25	%	
Assignment One	10	%	
Assignment Two	20	%	
Class Participation (discussions)	20	%	
TOTAL	100	%	

Course Learning Outcomes/Competencies (will be posted in each module online as well)

Upon successful completion of the course, the student will be able to:

- Apply group behaviour concepts to achieve and present team outcomes
- Illustrate the roles of perception, personality, emotions, attitudes and values
- Compare and contrast motivation theories
- Differentiate leadership styles and theories
- Explain the impact of power and politics in the workplace
- Compare and contrast negotiation styles and conflict management techniques
- Use decision making and problem solving models
- Integrate appropriate organizational concepts to facilitate organizational change
- Apply contingency theories to understand and determine effective behaviour in a variety of organizational situations

Information for Students: Will be adapted & supplemented as deemed necessary

The following statements are in accordance with the BCIT Student Regulations Policy 5101. To review the full policy, please refer to <http://www.bcit.ca/files/pdf/policies/5101.pdf>

Makeup Exams, Assignments & Discussions: There are No make-up exams or assignments are offered in this course. All assessed work must be completed within the timeframe indicated. Ask for clarification if you do not understand.

Attempts: Students must successfully complete a course within a maximum of three attempts at the course. Students with two attempts in a single course will be allowed to repeat the course only upon special written permission from the Associate Dean. Students who have not successfully completed a course within three attempts will not be eligible to graduate from the appropriate program.

Academic Misconduct: Violations of academic integrity, including dishonesty in completing assignments, examinations, or other academic performances are prohibited at BCIT. All violations will be handled in accordance to Policy 5102 'Misconduct Subject to Disciplinary Action'

Discussion forum "Participation" (20%): Participation in this online course will be evaluated through on-going discussion contributions to the topics posted each week by your instructor. **Discussion topics will be available for your posts for 1 week only so check the end date and time. Your instructor will randomly select 4 posts for this portion of your assessment, therefore it is recommended that you complete all posts while they are available.** Instructor may comment on either individual or class-wide posts after the due date. You cannot read any posts until you have contributed yourself.

- Grading Contribution Level One (50-60%): Basic sharing of your thoughts on the question in 2 or 3 sentences for a given post; the minimal level expected. Not particularly thought provoking or well written.
- Grading Contribution Level Two (60-70%): Level One plus and includes additional the use of course concepts and theories being closely tied in to your posts. Involves some degree of deeper thought and course application. Creates interest and further discussion from others in the class.
- Grading Contribution Level Three (80-90%+): Levels One + Two and includes the recommendation of URLs or business articles that you have found and are related to the topic of discussion. Much deeper thought went into the post and you also regularly comment on other posts.

Verification:

I verify that the content of this outline is current.

Dennis MacDougall-Purnell (May, 7, 2014)
ORGB 1105 Course Instructor (CRN 54922)

Summer 2014 Schedule

Module	Material Covered (CHs)	Week/dates
Module 1 1. WK 1 2. WK 2 Discussion 1 & 2	Course Introductions Online (1) What is Organizational Behaviour (2) Individual Behaviour, Values <u>AND</u> (3) Personality & Self Concept p. 64-9 (LO1 only)	May 11-17 May 18-24
Module 2 3. WK 3 4. WK 4 Discussions 3 & 4 Submit ASSN 1 by 6:00 pm June 7	(4) Work Emotions, Attitudes & Stress (5) Foundation of Employee's Motivation	Begin: ASSN 1 May 25-31 June 1-7
Module 3 5. WK 5 6. WK 6 Discussions 5 & 6	(6) Performance Practices (7) Decision Making & Creativity Midterm (Everything from modules 1-3) Go to Activities → Quizzes	June 8-14 June 15-21 June 19 (9AM)-21 (12PM)
Module 4 7. WK 7 8. WK 8 Discussions 7 & 8	READ Case 9: Regency Grand Hotel (8) Team Design (10) Power & Influence in the Workplace	Case p. 447 June 22-28 June 29-July 5
Module 5 9. WK 9 10. WK 10 Discussions 9 & 10	(11) Workplace Conflict & Negotiation (12) Leadership in Organisational Settings	Begin: ASSN 2 July 6-12 July 13-19
Module 6 11. WK 11 12. WK 12 Discussions 11 Course Wrap-up (12) Submit ASSN 2 by 6:00 pm July 26	(14) Organizational Culture (15) Organizational Change	July 20-26 July 27- Aug 2
13. WK 13	Final Exam (Everything from modules 4-6)	Aug 4 (9AM)- Aug 8 (12PM)