

BES370-2

Organizational Behaviour

1 Credit

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BES370-2 Version: 8



Organizational Behaviour

Calendar Description

This module covers the theory of individual behaviour, values, and personality, and how elements of personality may influence the organizational environment. Learners examine key elements related to effectiveness and organizational structure and how the constructive uses of conflict, politics, and power and their relationship may affect organizational success.

Rationale

This is a core module for the Bachelor of Applied Business: Emergency Services program.

An organization's strengths are often attributed to the successful interactions between individuals, dynamics among groups, and relationships within the organizational structure. By understanding the dynamics, structure, power and politics in an organization, managers and administrators may build successful, productive organizations. This module provides an appreciation for the human elements and processes critical whenever individuals organize for the purpose of conducting a productive business enterprise.

Prerequisites

None

Co-Requisites

None

Module Learning Outcomes

Upon successful completion of this module, students will be able to

1. describe how organizations and their members feel and behave.
2. apply processes and models to improve the effectiveness of the organization and its workers.
3. cultivate and enhance skills required for effective management in emergency services organizations.

Resource Materials

Required Text:

Langton, N., Robbins S. P., & Judge, T.A. (2016). *Organizational behaviour: Concepts, controversies, applications* (7th Cdn. Ed.) Toronto: Pearson-Prentice Hall.

Conduct of Module

This module is approximately 15 hours in length. It is delivered on-line and may involve individual, pair, and group work. Students are required to submit assignments, take part in asynchronous discussions, and undertake exercises in the workplace that call for reflective thinking. Participation in this module is paced and mandatory, and students are expected to practice time management skills accordingly. It is critical that each student read the assigned material and keep up to date with all objective tasks and assignments.

Student counseling: Students who are experiencing difficulty with the module should immediately consult the instructor by email.

Module withdrawal: Students should familiarize themselves with the school's module withdrawal policy and procedures, which are explained in the student handbook/calendar.

Students should budget approximately one to two hours of time in preparation for each one hour of the estimated 15 hours of class time.

All goals and evaluations of student application and demonstration of their knowledge and skills are determined as per the Online Discussion Grading Rubric and the Paper Grading Rubric linked within the module.

Evaluation Procedures

This module uses a variety of assessment tools to evaluate student performance. The final grade is an aggregate of the following components:

Essay assignment	30%
Threaded discussions (4)	<u>70%</u>
Total	100%

All marks are recorded as percentages and then converted to a final letter grade according to the criteria shown below.

Grade Equivalents and Course Pass Requirements

A minimum grade of D (50%) (1.00) is required to pass this course.

Letter	F	D	D+	C-	C	C+	B-	B	B+	A-	A	A+
Percent Range	0-49	50-52	53-56	57-59	60-64	65-69	70-74	75-79	80-84	85-89	90-94	95-100
Points	0.00	1.00	1.30	1.70	2.00	2.30	2.70	3.00	3.30	3.70	4.00	4.00

Students must maintain a cumulative grade of C (GPA - Grade Point Average of 2.00) in order to qualify to graduate.

Participation

Regular participation in threaded discussions is essential for success in the program. Absence for any reason does not relieve a student of the responsibility of completing course work and assignments to the satisfaction of the instructor. Poor participation may result in the termination of a student from a course(s).

If you do not meet the established participation requirements, your instructor will recommend that the Registrar withdraw you from the course. A failing grade of RW (Required to Withdraw) will appear on your transcript. No credit is earned. Calculated as a failing grade in GPA.

In cases of repeated absences due to illness, the student may be requested to submit a medical certificate.

Module Units/Topics

This course consists of four units.

1. Critical behaviour traits, perceptions, and learning styles
A study of organizational behaviours traits, perceptions, and learning styles in the area of emergency services.
2. Centralized and decentralized decision making
An analysis of centralized vs. decentralized decision making in the organizations of emergency services.
3. Organizational design and structure, and organizational success
An analysis of organizational structure and organizational success in the areas of emergency services.

4. Conflict, power, and politics in an organization

A case study of conflict, power, and politics and the operation of an organization of emergency services.



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