

BA 120
Organizational Behaviour

3 Credits

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BA 120 Version: 22



Organizational Behaviour

Calendar Description

This course looks at the behaviour of individuals and groups in organizational settings in terms of various theories and models, and examines how such behaviour can be modified to improve organizational efficiency and effectiveness. Case studies, exercises, and role-plays drawn from real life are used to illustrate the principles involved.

Rationale

This is a required course for the Accounting, the Real Estate Appraisal and Assessment, the General, the Marketing, and the Small Business & Entrepreneurship majors of the Business Administration Diploma program. A major criticism often heard from those who hire newly graduated business majors is that new graduates lack people skills. This course will enable students to assess an organization at the individual, group, and structural level. Students, future employees and managers, will be able to apply theories and skills learned from this course to improve organizational effectiveness in the twenty-first century.

Prerequisites

None

Co-Requisites

None

Course Learning Outcomes

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

1. explain the relevance of organizational behaviour as it relates to organizational success.
2. evaluate critical behavioral elements of individual and group behaviours.
3. demonstrate how individual perceptions result in varied response behaviours.
4. explain how individual values, beliefs, and attitudes relate to job performance.
5. utilize various motivational models to improve organizational productivity.

6. explain how communication, power and politics, conflict, and negotiation can be constructively utilized in the organizational setting.
 - determine the influence of organizational culture on performance.
 - demonstrate the elementary principles of leadership and decision making.
 - explain how organizational structure and job design relate to organizational productivity.
 - describe the influence and the effects of change on organizational performance.

Resource Materials

Required Text:

Langton, N., Robbins, S. P., & Judge, T. A. (2014). *Fundamentals of organizational behaviour* (5th ed.). Toronto, ON: Pearson.

Conduct of Course

To enhance the experiential setting of this course and to stimulate discussion and thought, this class is composed of both interactive lectures and group sessions. Because most of the sessions will be focused around group work, attendance is critical to individual and group success in the course.

Class discussions are conducted on the assumption that each student has adequately prepared the required material in advance.

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

Evaluation Procedures

The final grade is an aggregate of the following components:

Assignments	40%
Examinations	60%
Total	100%

Grading emphasis is on both content and presentation of content.

All assignments must be handed in on time.

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.

Attendance

Regular attendance is essential for success in any course. 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 attendance may result in the termination of a student from a course(s).

The instructor will recommend that the Registrar withdraw any student who does not meet the established attendance requirements. A failing grade of RW (Required to Withdraw) will appear on the student's transcript.

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

Instructors have the authority to require attendance at classes.

Course Units/Topics

This course consists of 4 compulsory units:

Part 1: Understanding the Workplace

Part 2: Striving for Performance

Part 3: Interacting Effectively

Part 4: Sharing the Organizational Vision



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