

GRANDE PRAIRIE REGIONAL COLLEGE
DEPARTMENT OF BUSINESS ADMINISTRATION
COURSE OUTLINE

F.92

D. Brown

BA 2390 A2 - ORGANIZATION BEHAVIOUR II

TEXT: The One Minute Manager, Blanchard and Johnson, Wm. Marrow Co. Inc., 1983, Paperback.
Human Relations in Organizations, D. Costley, R. Todd, West Publishing Co., 1991, 4th Ed.

PREREQUISITE: BA 1380 ORGANIZATION BEHAVIOUR I

COURSE DESCRIPTION: This course examines a variety of topics pertaining to the "human side of enterprise", including innovations in the field which are designed to better meet the needs of people and organizations. Specific topics include power and politics, perception, job satisfaction, ethics of business, conflict management, coaching and performance improvement. The emphasis then shifts to utilization of theoretical material by examining recent innovations both domestic and international.

COURSE OBJECTIVES: The 1990's are rife with threats and opportunities for organizations: deregulation and privatization, foreign competition, political instability, technological change, etc. Some have suggested that organizations could afford the luxury of mediocre productivity up to now but few would deny that productivity improvements are now imperative to all organizations' very existence. Despite "iron collar workers", the chip and communications breakthroughs, the key to productivity will always be the management of people. This course asks (and attempts to answer): how do people behave in organizations and how can this insight be used for the betterment of people and the organizations they serve?

Recently, a Japanese manager was asked to assess the quality of Canadian workers. His response:

"Canadian workers aren't lazy, they're just badly managed."

In examining this statement, the course shifts to examining alternatives to the "normal" North American work situation. Innovations both domestic and foreign will be examined. Particular emphasis will be paid to the Japanese industrial system.

Specific objectives are:

1. to expose students to models on selected topics;
2. to acquaint students with alternatives;
3. to apply OB concepts via primary research.

GRADING:

Mid Term Exam	30%
Final	30%
Skit	10%
*Paper	<u>30%</u>
	100%

- * Long Paper asks you to describe, analyze, and recommend for an organization of your choice for at least two of the topics covered in OB I and OB II. This is a lengthy and demanding project which is due two weeks prior to the last day of classes. More details will be provided at the appropriate time.

Conversion from percentages to stanines as follows:

90 - 100%	9
82 - 89	8
72 - 79	7
65 - 71	6
57 - 64	5
50 - 56	4
45 - 49	3
26 - 44	2
0 - 25	1

**COURSE
CONTENT:**

Recall that in BA 1380 the following were outlined: motivation, stress, group dynamics, leadership and the management of change. cursory examination of the text demonstrates that large chunks of the discipline were ignored in BA 1380. Therefore, much of this course's content attempts to "plug" these holes. Thereafter, the

perspective shifts to examining alternatives to the "normal" means of organizing productive energy will be outlined and should serve to integrate the material in both courses.

<u>Topics</u>	<u>Allotment</u>	<u>Chapters</u>
Power and Politics	2 weeks	14
Ethics	1 week	17
Conflict	2 weeks	handout
Perception	1 week	
Productivity	2 weeks	8
Research Methods	2 weeks	
Performance Improvement	3 weeks	One Minute Manager