

GRANDE PRAIRIE REGIONAL COLLEGE
DEPARTMENT OF BUSINESS ADMINISTRATION
ORGANIZATIONAL BEHAVIOUR 11

BA2390 (3,0)

Winter 2002

Basic Course Information

Instructor: Marjorie Ferguson

Office: E401

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Office Hours: Tue & Thur 11:00 to 12:00

Text: Robbins, Stephen P., Langton, Nancy, *Organizational Behaviour, Concepts, Controversies, Applications*. Prentice Hall. Both the 1999 1st edition or the 2001 2nd edition are acceptable. The text will be used extensively in this course.

Course Description:

This course examines the human side of enterprise. Both tried and true methods and innovations in the field of human resource management will be included. Topics include power and politics, perception, job satisfaction, business ethics, conflict management, coaching and performance enhancement.

Course Objectives

- To examine the rapidly changing workplace, its threats and opportunities. (Right sizing, Re-engineering, Globalization, McJobs.)
- To understand that productivity and quality are the very essence of enterprise survival and the resultant impacts on organizations and the people in them.
- To examine alternative approaches to organizational structure and management.

Mid Term and Final Exams.

Exams will test your knowledge of the course content, including your ability to apply the concepts. Test questions will include multiple choice, short and long essay questions and definitions.

Group Project

Each group of 3 or 4 students will choose a company to contact and evaluate. The paper will describe, analyse, that organizations operations and recommend strategies to enhance performance. Individual contribution to the group will be evaluated by each group member submitting a participation mark for their peers. A detailed plan of your group's topic must be submitted and approved by Jan 31, 2002.

Quizzes

Regular quizzes will be administered throughout the term to test your understanding of current topics. Regular attendance is required.

Participation and Initiative

Because the benefit one gets from an experience is proportional to the effort one puts into it, this mark is designed to encourage involvement in the class. This portion is valued at 5% of your grade and includes attendance, contribution to discussions, and at least one consultation with the instructor.

Grading Scheme

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| Quizzes | 20% |
| Participation | 5% |
| Midterm | 25% |
| Group Project | 20% |
| Final Exam | 30% |

Transferability

This course in conjunction with BA1380 equals UT (3)

Prerequisite BA1380

| BA2390 | | ORGANIZATIONAL BEHAVIOUR 11 | | | WINTER 2002 |
|--------|--------------|--------------------------------------|---------|---------|-------------|
| WEEK | DATES | TOPIC | 2nd ed. | 1st ed | Due |
| 1 | Jan-02 | Introduction | | | |
| 2 | Jan 8 & 10 | Power and Politics | Chap 8 | Chap 12 | |
| 3 | Jan-15 | Power and Politics | Chap 8 | Chap 12 | |
| | Jan-17 | Organizational Culture | Chap 9 | Chap 16 | |
| 4 | Jan 22 & 24 | Organizational Culture | Chap 9 | Chap 16 | |
| 5 | Jan 29 & 31 | Leadership | Chap 10 | Chap 11 | Proposal |
| 6 | Feb-05 | Leadership | Chap 10 | Chap 11 | |
| | Feb-08 | Decision Making, Creativity & Ethics | Chap 11 | Chap 10 | |
| 7 | Feb 12 & 14 | Decision Making, Creativity & Ethics | Chap 11 | Chap 10 | |
| 8 | Feb-19 | Review | | | |
| | Feb 21* | Midterm | | | 25% |
| 9 | Feb 26 & 28 | Reading Week | | | |
| 10 | Mar 5 & 7 | Organizational Structure | Chap 12 | Chap 14 | |
| 11 | Mar-12 | Organizational Structure | Chap 12 | Chap 14 | |
| | Mar-14 | Work Design | Chap 13 | Chap 15 | |
| 12 | Mar 19 & 21 | Work Design | Chap 13 | Chap 15 | |
| 13 | Mar 26 & 28 | Organizational Change | Chap 14 | Chap 17 | Group Paper |
| 14 | Apr 2 & 4 | Organizational Change | Chap 14 | Chap 17 | 20% |
| 15 | Apr-09 | Presentation of Group Paper | | | |
| | Apr-11 | Review | | | |
| Final | Apr 15 to 26 | Scheduled by Registrar | | | 30% |
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