

**GRANDE PRAIRIE REGIONAL COLLEGE**  
**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**COURSE OUTLINE**

**BA 2390 - ORGANIZATIONAL BEHAVIOUR II**

**TEXT:** The One Minute Manager, Blanchard and Johnson, Wm. Marrow Co. Inc., 1983, Paperback.

Organizational Behaviour, A Canadian Perspective, McGraw Hill Ryerson, 1992.

**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:** Who can argue that the workplace is in turmoil? Gallows humour defines an optimist is one who takes his lunch to work. Right sizing, re-engineering, doing less with less, globalization, McJobs, electronation, "iron collar workers": the workplace is undergoing a revolution rife with threats and opportunities. Productivity and quality are the very essence of survival strategies in the 1990's.

How these changes impact organizations and the people in them is central to the course.

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.

<b>GRADING:</b>	Mid Term Exam	30%
	Final	30%
	Quiz	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	10
Ethics	1 week	
Conflict	2 weeks	20
Perception	1 week	
Performance Improvement/ Job Satisfaction	1 week	One Minute Manager
		5
Productivity	2 weeks	8
Research Methods	1 week	

## LONG PAPER GUIDELINES

Based on the principle that knowledge unapplied is knowledge ungained this paper asks you to use the knowledge acquired in either or both of BA 1380/BA 2390. The purposes of this paper are:

1. to acquaint students with survey design techniques
2. to test insight into OB material
3. to be of service to the College/Community via research findings

## GENERAL GUIDELINES

Value: 30% of final grade

Expected Length: 10 typed pages double spaced plus appendices

Due Date: Friday before the last two weeks of classes, at 3 p.m. Lateness penalty of 10% per school day late for 2 days; then paper will not be graded.

### Marking Schemes:

- |    |                |  |
|----|----------------|--|
| 4  | Description:   | Description of data - What do they say?                                |
| 4  | Survey Design: | Valid and reliable data  |
| 15 | Analysis:      | Use of data - What do they mean?<br>Use of models to explain findings. |
| 3  | Action Plan:   | Based on analysis, realism, feasibility (Value to client)              |
| 4  | Format/Style:  | English quality, structure, meaningful display/ease of reading data    |

### Important:

1. Refer to Chapter 7 and 8 in "Marketing Research in Canada" - on reserve in the LRC. Also, samples of previous excellent reports are available from instructor.
2. Questionnaire design is an iterative process - consult me often please.