

M: Course Objectives / Learning Outcomes:

At the conclusion of the course the successful student will be able to:

1. Explain the nature of organizations and identify the important individual, group, and organizational factors that contribute to organizational effectiveness and member satisfaction.
2. List the determinants of individual behaviour and describe the complexity of behaviour in organizations.
3. Describe how individuals can enhance their effectiveness in organizations and how human resources can be managed effectively to accomplish organizational goals.
4. List important elements of interpersonal relations and group dynamics and explain how they influence organizational functioning.
5. Describe the changing social, cultural and economic context in which organizations function and explain the need for leadership, change, and change management.

N: Course Content:

1. Organizations:
 - The nature of organizations
 - Historical approaches to managing organizations
 - The social context in which organizations function
2. Organizational Behaviour as a Social Science:
 - Research and the scientific method
 - Contributing disciplines
3. Individual Behaviour in Organizations:
 - Individual differences
 - Perception, learning and motivation
4. Individuals Working Together:
 - Communication and decision making
 - Group development, cohesiveness and productivity
 - Leadership and power
 - Conflict and negotiation
5. Organization-wide Factors:
 - Organizational structure, policies and procedures
 - Organizational climate and culture
 - Ethics and social responsibility
 - Organizational change and development

O: Methods of Instruction:

The course will employ a variety of instructional methods to accomplish its objectives, including some of the following:

- lectures
- structured experiences
- audio visual presentations
- group projects/discussions
- case studies
- Seminar presentations
- library research papers

<p>P: Textbooks and Materials to be Purchased by Students:</p> <p>Texts will be updated periodically. Typical examples are:</p> <p>Robbins, S. P. and Langton, N. (1993). <u>Organizational Behaviour: Concepts Controversies and Applications</u> (Second Edition). Toronto, Prentice Hall.</p> <p>Johns, G. and Saks, A. M. (2000). <u>Understanding and Managing Life at Work: Organizational Behavior</u> (Fifth Edition). Toronto, Addison, Wesley, Longman.</p>										
<p>Q: Means of Assessment:</p> <p>Evaluation will be carried out in accordance with Douglas College policy. Evaluation will be based on course objectives and will include some of the following: quizzes, exams, research paper, case study assignment, group project, oral presentation, participation, etc. The specific evaluation criteria will be provided by the instructor at the beginning of the semester.</p> <p>An example of an evaluation scheme:</p> <table style="margin-left: 40px;"> <tr> <td>Three multiple choice quizzes</td> <td style="text-align: right;">60%</td> </tr> <tr> <td>Semester assignments</td> <td style="text-align: right;">10%</td> </tr> <tr> <td>Group project/presentation</td> <td style="text-align: right;">20%</td> </tr> <tr> <td>Class participation/involvement</td> <td style="text-align: right;"><u>10%</u></td> </tr> <tr> <td></td> <td style="text-align: right;">100%</td> </tr> </table>	Three multiple choice quizzes	60%	Semester assignments	10%	Group project/presentation	20%	Class participation/involvement	<u>10%</u>		100%
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	100%									
<p>R: Prior Learning Assessment and Recognition: specify whether course is open for PLAR</p> <p>No. Given that this course involves theoretical and empirical analyses of behaviour in organizations, it is unlikely to be open for PLAR except as a credit transfer from another institution.</p>										

Course Designer(s):

Education Council / Curriculum Committee Representative

Dean / Director

Registrar