



Organizational Behaviour – MGMT 216 Business Management Program

Course Outline

COURSE IMPLEMENTATION DATE: Pre 1998
OUTLINE EFFECTIVE DATE: September 2020
COURSE OUTLINE REVIEW DATE: March 2025

GENERAL COURSE DESCRIPTION:

In this course students can discover and apply concepts to both explain and influence how people and their organizations work. Specific topics include motivation, perception, personality, emotions, communication, team dynamics, decision making, conflict and negotiation, power and organizational politics, leadership, organizational change and development, organization, and culture.

Program Information: This course is required for all Business Management Diploma and Degree programs.

Delivery: This course is delivered face-to-face and online.

COTR Credits: 3

Hours for this course: 45 hours

Typical Structure of Instructional Hours:

Instructional Activity	Duration
Lecture Hours	45
Seminars / Tutorials	
Laboratory / Studio Hours	
Practicum / Field Experience Hours	
Other Contact Hours	
Total	45

Practicum Hours (if applicable):

Type of Practicum	Duration
On-the-job Experience	N/A
Formal Work Experience	N/A
Other	N/A
Total	

Course Outline Author or Contact:

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Signature**APPROVAL SIGNATURES:**

Department Head
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Department Head Signature

Dean Signature

EDCO

Valid from: September 2020 – March 2025

Education Council Approval Date**COURSE PREREQUISITES AND TRANSFER CREDIT:**

Prerequisites: Either English 12, English Studies 12, English First Peoples 12, ENGL 090, or equivalent (refer to Course Equivalency information on the College Website).

Flexible Assessment (FA):

Credit can be awarded for this course through FA Yes No

Learners may request formal recognition for flexible assessment at the College of the Rockies through one or more of the following processes: External Evaluation, Worksite Assessment, Demonstration, Standardized Test, Self-assessment, Interview, Products/Portfolio, Challenge Exam. Contact an Education Advisor for more information.

Transfer Credit: For transfer information within British Columbia, Alberta and other institutions, please visit <http://www.cotr.bc.ca/Transfer>.

Students should also contact an academic advisor at the institution where they want transfer credit.

Prior Course Number: BUAD 216 ⇔⇔ MGMT 216

Date changed: June 2010

Textbooks and Required Resources:

Textbook selection varies by instructor and may change from year to year. At the Course Outline Effective Date, the following textbooks were in use:

McShane, X. *Canadian Organizational Behaviour*. 9th Canadian ed. Toronto: McGraw-Hill, 2015.

Please see the instructor's syllabus or check COTR's online text calculator

<http://go.cotr.bc.ca/tuition/tCalc.asp> for a complete list of the currently required textbooks.

LEARNING OUTCOMES:

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

Knowledge

- recognize, understand and use terms relating to organizational behaviour;

Comprehension

- develop an awareness of how values, attitudes, motivation and feedback affect the dynamics and outcome of group projects;
- examine the relationship between sustainability in the organization and in leadership;

Application

- apply organizational and management theory to complete group projects;
- create a plan to build sustainable stewardship into corporate culture of a sample business;

Analysis

- use theoretical frameworks to interpret and analyze work-related situations and communicate this analysis to others in a variety of media and contexts;

Synthesis

- recommend, justify and demonstrate various actions to improve employee productivity, job satisfaction, absenteeism and turnover;

Evaluation

- constructively evaluate self, others and organizations with respect to organizational behaviour concepts;

Teamwork and Communication

- communicate effectively in business language, in formal and informal situations;
 - coach and support team members and others; and
 - manage small projects individually and with a group.
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COURSE TOPICS:

- What is Organizational Behaviour?
- Perception, Personality and Emotions
- Values, Attitudes and Their Effects in the Workplace
- Stress in the Workplace
- Motivating Self and Others
- Working in Teams
- Communication, Conflict and Negotiations
- Power and Politics, Leadership
- Decision Making, Creativity and Ethics
- Organizational Culture and Change

See instructor's syllabus for the detailed outline of weekly readings, activities and assignments.

EVALUATION AND ASSESSMENT (Face-to-Face Delivery):

Assignments	% Of Total Grade
Assignment(s) and in-class activities	20%
Unit Exams (2 X 20)	40%
Final Exam	<u>40%</u>
Total	100%

EVALUATION AND ASSESSMENT (Online Delivery):

Assignments	% Of Total Grade
Assignment(s)	10%
Unit Exams (2 X 20%)	40%
Online Participation	10%
Final Exam	<u>40%</u>
Total	100%

Please see the instructor's syllabus for specific classroom policies related to this course, such as details of evaluation, penalties for late assignments and use of electronic aids.

EXAM POLICY:

Students must attend all required scheduled exams that make up a final grade at the appointed time and place.

Individual instructors may accommodate for illness or personal crisis. Additional accommodation will not be made unless a written request is sent to and approved by the appropriate Department Head prior to the scheduled exam.

Any student who misses a scheduled exam without approval will be given a grade of "0" for the exam.

COURSE GRADE:

Course grades are assigned as follows:

Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F
Mark (Percent)	≥ 90	89-85	84-80	79-76	75-72	71-68	67-64	63-60	59-55	54-50	< 50

Certificate and diploma students are required to maintain a minimum course grade of C- (55%) in all program courses. BBA students are required to maintain a minimum course grade of C (60%) and an average course grade of C+ in all program courses that contribute to the BBA.

ACADEMIC POLICIES:

See www.cotr.bc.ca/policies for general college policies related to course activities, including grade appeals, cheating and plagiarism.

COURSE CHANGES:

Information contained in course outlines is correct at the time of publication. Content of the courses is revised on an ongoing basis to ensure relevance to changing educational, employment and marketing needs. The instructor endeavours to provide notice of changes to students as soon as possible. The instructor reserves the right to add or delete material from courses.