

## **BUS 270E, Organizational Behaviour**

*3 Credits, 6 weeks, 6 hours*

Important theories and research in the Behavioural Sciences are examined and a framework for understanding and predicting human behaviour in the workplace is provided. Topics studied include personality, perception, attitudes, motivation, leadership, job design, organizational design, group dynamics and decision-making processes. The focus is on explaining differences in work effort, performance, absenteeism, turnover and job satisfaction among individuals in the organization.

### **Instructor**

Jason Schulz  
S113F  
780-791-4829  
jason.schulz@keyano.ca

### **Hours of Instruction**

*Tuesday and Thursday, 6:30 – 9:30 PM, Syncrude Centre, Room 205*

### **Office hours**

By Appointment.

### **Required Resources**

Organizational Behaviour: Concepts, Controversies and Applications, Robbins, Stephen P. & Langton, Nancy, Sixth Canadian Edition, ISBN 978-0-13-231031-4

### **Course Outcomes**

By the end of this course, students will be able to apply basic concepts and theories to explain and predict human behaviour in organizational settings. This includes, but is not limited to:

- Comparing two or more elements of culture in order to understand different business practices that may exist.
- Describing bases of power and identifying when each is appropriate.
- Leveraging different theories to explain how an organization can function more effectively.
- Using examples to explain how job satisfaction impacts productivity, absenteeism, and turnover in an organization.
- Outlining different forms of communication and explaining which are better suited to different audience types.

## Evaluation

Active Learning (In -class discussion, activities, and attendance)	10%
Midterm Exam	30%
Written Case	20%
Final Exam	40%

*The minimum standard for passing this course is a grade of 50%.*

## Grading System

Descriptor	Alpha Grade	4.0 Scale	Percent
Excellent	A+	4.0	> 93.9
	A	4.0	87 - 93.9
	A-	3.7	80 - 86.9
Good	B+	3.3	77 - 79.9
	B	3.0	74 - 76.9
	B-	2.7	70 - 73.9
Satisfactory Progression	C+	2.3	67 - 69.9
	C	2.0	64 - 66.9
	C-	1.7	60 - 63.9
Poor	D+	1.3	57 - 59.9
Min Pass	D	1.0	50 - 56.9
Failure	F	0.0	< 50

- **ACTIVE LEARNING:** Students will lose 5% from their active learning grade for every class missed; however, each student is entitled to one absence without penalty. Students who miss three (3) or more classes will receive a grade of 0% for the Active Learning component of the course.
- **GROUP LEARNING:** Interpersonal and group behaviour are important elements of organizational behaviour. As a result, a considerable amount of learning is expected to occur in a group setting or as the result of group experiences.
- **WRITTEN CASES:** Working alone or in pairs, students will prepare a written case memo. Details regarding these assignments will be provided in class. All assignments are to be submitted at the beginning of the class indicated. Late assignments will receive a score of 0%.

## Performance Requirements

### Student Attendance

Class attendance maximizes a students' learning experience. In addition, attending class is a good way to keep informed of matters relating the administration of the course (e.g., the timing of assignments and exams). Ultimately, you are responsible for your own learning and performance in this course. Students are expected to arrive on time and to stay for the duration of the class. Please refer to page 33 of the Credit Calendar.

It is the responsibility of each student to be prepared for all classes. Students who miss classes are responsible for the material covered in those classes and for ensuring that they are prepared for the next class, including the completion of any assignments and/or notes that may be due.

### Accommodation for Students with Disabilities

The College will provide reasonable accommodation to students with disabilities in order to promote academic success. If you require accommodation, contact the Learner Assistance Program Office at 780-792-5608 to initiate the process for documenting, assessing and implementing your individual accommodation needs. In addition, tutoring services are available at the SKILL Centre (Room 119).

Students will refrain from using mobile devices in class. Students who choose to do so during class will be asked to leave.

## Proposed Schedule

WEEK	WEEK OF	TOPIC	CHAPTERS / SECTIONS
1	May 12	Introduction to Organizational Behaviour Perception, Personality, and Emotions Values, Attitudes and Diversity	Chapters 1, 2, 3
2	May 19	Theories of Motivation Motivation in Action Groups and Teamwork <b>Case #1 Assigned</b>	Chapters 4, 5, 6
3	May 26	May 27, No Class as I am in Jasper attending a conference. Students are to use this class time to work on the case memo. <b>Midterm Exam:</b> May 29. Chapters 1-6.	
4	June 2	Communication Power and Politics Conflict and Negotiation <b>Case #1 Due:</b> June 5.	Chapters 7, 8, 9
5	June 9	Organizational Culture Leadership Decision Making, Creativity and Ethics	Chapters 10, 11, 12
6	June 16	Organizational Structure Organizational Change <b>Final Exam:</b> June 19. Chapters 7-14.	Chapters 13, 14

**Authorization**

This course outline has been reviewed and approved by the Program Chair.

---

Jason Schulz, Instructor

---

Gina Langager, Chair

Date Authorized

---

Guy Harmer, Dean

Date Authorized

Signed copies to be delivered to:  
Instructor  
Registrar's Office