

BUS 270, Organizational Behaviour

3 credits, 3 hours lecture

Course Description

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.

Pre-Requisite

BUS 191

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO1 Explain how different personalities and perceptions of events can impact working relationships.

- Discuss organizational behavior and explain why it is relevant to everyone.
- Identify common perceptual errors and evaluate how they operate to create our judgments of others.
- Use personality models and traits to analyze behaviours and their impact on relationships.
- Describe factors that can lead to clashes of values in the Canadian workplace.
- Explain values and attitudes and examine their roles in judgments and decision making.
- Examine personal views and behaviours and assess their implication for individual and group performance.

CLO2 Recommend strategies that will help maximize individual and team performance and potential.

- Use theories of motivation to analyze productivity and satisfaction on an individual and group level.
- Analyze the factors and processes that contribute to team effectiveness and implement them in a group setting.

CLO3 Analyze how conflict and power can facilitate or impede effective interactions.

- Identify and explain sources of conflict and apply appropriate conflict management strategies.
- Assess personal conflict management strategies and their implications.
- Describe common elements of power and assess their effectiveness.

CLO4 Assess decision making processes.

- Apply decision-making processes to business decisions.
- Describe how ethical decisions are made.

CLO5 Examine culture in organizations and explain how it is created, maintained, or changed for optimal performance outcomes.

- Examine the characteristics of organizational cultures.

Evaluation

Assessment Type	Percentage
Exams	60%
Competitions/Challenges/Research	40%
Total	100%

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: March 4, 2024

Every effort has been made to ensure that information in this course outline is accurate at the time of publication. Keyano College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.

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