



CURRICULUM GUIDE: OFFICIAL COURSE OUTLINE

Course Code	COMM 292	Course Title	Management and Organizational Behaviour			
Credit Value	3	Department	Commerce			
No. of weeks	14	Hrs. per week	<i>Lecture</i>	<i>Tutorial</i>	<i>Laboratory</i>	<i>Total</i>
			3	0	0	3
Course Description	This course enables students to study theories and concepts related to the behaviour of individuals and groups in organizations, and how organizational processes have an impact on that behaviour. The emphasis is on understanding and applying theory in workplace situations, in order to help individuals to enhance their relationships with others, develop their performance in groups and teams, and improve their effectiveness as organizational members.					
Prerequisite(s)	ENGL 098					
Initial Articulation Targets	<i>UBC</i>	<i>SFU</i>	<i>UVic</i>	<i>UNBC</i>	<i>TRU</i>	
	COMM 292 (3)	BUS 272 (3)	COM 220 (1.5)	COMM 230 (3)	ORGB 2810 (3)	
	For updated information on the transferability of this course, please consult the BC Transfer Guide, www.bctransferguide.ca					
Learning Outcomes	<p>Upon successful completion of this course, the student will be able to:</p> <ul style="list-style-type: none"> • Explain, and provide an example of, the use of the 'contingency approach' in organizational behaviour. • Apply their understanding of perception to develop clearer assessments of individuals and groups in organizations, including in selection interviews and performance evaluations. • Describe the Big Five Model of personality and explain how it can be used to match people and work. • Identify the main ways in which national cultural values can differ, and how they can influence people's personal value systems. • Describe key attitudes that affect individual and organizational performance. • Apply theories of motivation to understand their own and others' behaviour in organizations, and to understand and recommend suitable reward systems. • Apply models of group and team development to help them improve their performance in groups and teams. • Describe the Communication Process Model and identify a range of factors that can influence this process. • Describe various sources of organizational power and explain how such power can be used. • Recognize different forms of political behaviour when they are being used by other people in organizations. 					



	<ul style="list-style-type: none"> • Recognize different kinds of organizational conflict and adopt a ‘win-win’ approach to finding a solution whenever possible. • Explain the meaning and significance of organizational culture and recognize a range of artefacts and other characteristics of an organization’s culture. • From a range of leadership styles, choose a style that is likely to be effective in a particular situation. • Apply the rational decision-making model to a significant problem situation, using appropriate ethical criteria. • Develop appropriate structural options for an organization, given its size, its members, and its environment. • Describe some of the main models of planned organizational change and explain how resistance to change can be reduced or overcome.
Content	<p>Core topics – all of the following will be covered:</p> <ul style="list-style-type: none"> • Introduction to the Field of Organizational Behavior • Individual Differences: Personality and Values • Values, Attitudes, and Diversity in the Workplace • Perception (Perceiving Ourselves and Others in Organizations) • Workplace Emotions, Attitudes and Stress • Foundations of Employee Motivation • Theories of Motivation • Applied Performance Practices • Decision-Making, Creativity and Ethics • Groups and Team Dynamics • Communication in Teams and Organizations • Power, Influence and Politics • Conflict and Negotiation in the workplace • Organizational Culture • Leadership • Organizational Structure • Organizational Change <p>Additional topics may also be covered, at the discretion of the instructor.</p>
Methods of Instruction	Lecture, discussions, small-group exercise (including short case scenarios), video, team project.
Required Textbook(s)	<p>The following textbook(s) is/are required, or approved equivalent(s).</p> <p>McShane, S.L., Tasa, K., and Steen, S.L. (latest Canadian edition). Canadian Organizational Behaviour. McGraw-Hill Education</p> <p>Supplemental Text:</p> <p>Langton, N., Robbins, S.P., and Judge, T.A. Organizational Behaviour: Concepts, Controversies, Applications (latest Canadian edition). Toronto, ON: Pearson</p>



Required Equipment and Technology	<p>Students are required to have a computer with internet access.</p> <p>The following resources are provided by the College:</p> <ul style="list-style-type: none"> • Office 365 • Student email 		
Homework Hours	At minimum, students can expect one hour of homework for every hour of instructional time.		
Evaluation	<i>Component</i>	<i>% Value</i>	
	Class participation	6-10%	
	In-class quizzes	6-15%	
	Midterm examination	20-25%	
	Team project	25-30%	
Final examination	30-35%		
<i>*Students must pass the final exam to be eligible to pass the course</i>			
Completion Requirements	The minimum grade to pass this course is D (50%). Unless otherwise stated, a minimum grade of C- (55%) is required for this course to fulfil a prerequisite.		
Course Designer(s)	Brian Graham, MBA, Sauder School of Business, University of British Columbia, Ron Giammarino, Ph.D., Sauder School of Business, University of British Columbia, and Aidan Vining, Ph.D., Beedie School of Business, Simon Fraser University	Consultant(s), if applicable	
Dean's Approval	Barbara Moon, Ph.D., Dean of Arts and Sciences, Alexander College	Dean's Approval Date	September 27, 2006
Curriculum Committee Approval Date	September 27, 2006	First Term Offered	Winter 2007
Last Review Date	August 30, 2022	Next Review Date	August 30, 2027
Revision History	<p>April 24, 2006-Seminar changed from 1 to 0 by Ron Giammarino.</p> <p>November 2015-March 2016-updated by David Crawford in collaboration with Aurora Faundo and George Broderick, Alexander College.</p> <p>August 30, 2022 – revision of course description, textbook updates, non-substantive changes to learning outcomes and topics covered by Enrico Tanafranca.</p>		