

Division: ACADEMIC

DATE: November 2, 1993

B: Department: SOCIAL SCIENCES

New Course: _____

Revision of Course
Information form: X

DATED: October 24, 1988

C: Social Science 140 D: Behaviour in Organizations E: 3
Subject & Course No. Descriptive Title Semester Credit

F: Calendar Description:
This course introduces and explores Social Science theory and research as it applies to human behaviour in organizations. Organizational systems, group dynamics and individual behaviour are studied in order to gain an understanding of how these factors contribute to organizational effectiveness and member satisfaction.

Summary of Revision:
(Enter date & section)

October 24, 1993

D, F, M, N, O, P, Q, R

G: Type of Instruction: Hours Per Week/

Lecture	<u>2</u>	Hrs.
Laboratory	_____	Hrs.
Seminar	<u>2</u>	Hrs.
Clinical Experience	_____	Hrs.
Field Experience	_____	Hrs.
Practicum	_____	Hrs.
Shop	_____	Hrs.
Studio	_____	Hrs.
Student Directed Learning	_____	Hrs.
Other	_____	Hrs.
TOTAL	<u>4</u>	HOURS

H: Course Prerequisites:
nil

I: Course Corequisites
nil

J: Course for which this course is a pre-requisite
nil

K: Maximum Class Size:
35

L: College Credit Transfer X
College Credit Non-Transfer _____

M: Transfer Credit:
Requested X
Granted _____
Specify Course Equivalents or Unassigned Credit as Appropriate

U.B.C. Comm. 292 (2)
Arts (1.5 unassigned)
S.F.U. Bus. 272 (3)
U. Vic. Soc.Sci. or Psyc (3)
OTHER:

[Signature]
COURSE DESIGNERS
[Signature]
DIRECTOR/CHAIRPERSON

[Signature] Claudia Beaven

[Signature]
DIVISIONAL DEAN
[Signature]
REGISTRAR

N. Textbooks and Materials to be Purchased by Students (Use Bibliographic Form):

Robbins, Stephen P. (1993). Organizational Behaviour: Concepts Controversies and Applications (Sixth Edition). New Jersey, Prentice Hall.

or an equivalent text.

The text will be updated periodically.

O. COURSE OBJECTIVES:

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

1. Explain the nature of organizations and identify the contributions of individual behaviour, coordinated group activity and organizational systems to overall organizational effectiveness.
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 context in which organizations function and explain the need for change and effective change management.

P. COURSE CONTENT:

1. Organizations:
 - The nature of organizations
 - Organizational goals and structure
 - Historical approaches to managing organizations
2. Organizational Behaviour as a Social Science:
 - The scientific method
 - The importance of research
 - Contributing disciplines
3. Individual Behaviour in Organizations:
 - Individual differences
 - Personality
 - Learning
 - Perception
 - Attitudes and values
 - Motivation
4. Individuals Working Together:
 - Communication
 - Decision making
 - Group development, cohesiveness and productivity
 - Group roles and norms
 - Leadership
 - Conflict and negotiation

P. COURSE CONTENT (cont.):

- 5. Groups Working Together:
 - Organizational structure
 - Inter group behaviour
 - Culture diversity
 - Gender issues
 - Organizational culture
 - Stress in organizations

- 6. Organizational Dynamics:
 - The need for change
 - Managing organizational change
 - Organizational development

Q. METHOD OF INSTRUCTION:

This course will employ a number of instructional methods to accomplish its objectives and will include some of the following:

- lectures
- seminar presentations
- structured experiences
- library research papers
- audio visual presentations
- case studies
- group projects

EVALUATION:

Evaluation will be carried out in accordance with Douglas College policy and will include both formative and summative components. The evaluation will be based on 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.

An example of an evaluation scheme:

5 quizzes	10%
2 mid term exams	30%
Final exam	20%
Case study assignment	10%
Group project and presentation	20%
Class participation	10%
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	100%