



MGMT-216 – Organizational Behaviour

Business

Effective Term & Year: Fall 2022
Course Outline Review Date: 2025-03-01

Program Area: Business Management

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 Methods: On-campus (Face-to-Face), Online

Credit Type: College of the Rockies Credits

Credits: 3

Course type/s: Business Management

Instructional Activity and Hours:

Activity	Hours
Classroom, Directed Studies or Online Instruction	45
Seminar/Tutorials	
Laboratory/Studio	
Practicum/Field Experience	
Co-op/Work Experience	

Other	
Total	45

Course Requisites:

- Completed at least 1 of the following:
 - [ENST 12](#) – English Studies 12
 - [ENFP 12](#) – English First Peoples 12
 - [ENGL090](#) – English – Provincial Level

Flexible Assessment: Yes

In some cases students may be able to apply for recognition of prior learning outside the classroom. This flexible assessment process provides equivalent course credit. It is a rigorous process that may include external evaluation, worksite assessment, demonstration, standardized test, self-assessment, interview, products/portfolio, and challenge exam, or other measures as appropriate. Tuition fees apply. Contact an education advisor for more information.

Course Transfer Credit:

For information about receiving transfer credit for courses taken at either British Columbia or Alberta institutions, please see <https://www.bctransferguide.ca/> or <https://transferalberta.alberta.ca> . For more transfer credit information, please visit <https://www.cotr.bc.ca/Transfer>

All requests for course transfer credit from institutions in British Columbia or elsewhere should go to the College of the Rockies Enrolment Services office.

Textbook 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 <https://textbook.cotr.bc.ca/> 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.

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 Assessments

Assessment Type: On-Campus (face-to-face)

Assessment Type	% of Total Grade
Assignment(s) and in-class activities	20%
Unit Exams (2 X 20)	40%
Final Exam	40%
Total	100%

Assessment Type: Online

Assessment Type	% of Total Grade
Assignment(s)	10%
Unit Exams (2 X 20%)	40%
Online Participation	10%
Final Exam	40%
Total	100%

Grade Scheme

A+	A	A-	B+	B	B-	C+	C	C-	D	F
>=90	89-85	84-80	79-76	75-72	71-68	67-64	63-60	59-55	54-50	<50

Pass requirements: None

Evaluation Notes: 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.

Exam Attendance:

Students must attend all scheduled exams at the appointed time and place. Instructors may approve an alternate exam to accommodate an illness or personal crisis. Department heads will consider other written requests. Any student who misses a scheduled exam without prior approval will receive a “0” on the exam.

Academic Policies:

College of the Rockies policies related to courses can be found at <https://cotr.bc.ca/about-us/college-policies/> and include the following:

- Policy 2.4.3 Students with Documented Disabilities
 - Policy 2.4.4 Student Conduct (plagiarism, other cheating, behavioral misconduct)
 - Policy 2.5.8 Academic Performance
 - Policy 2.5.3 Grade Appeal
 - Policy 2.4.9 Student Concerns Re Faculty
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Equivalent Course(s) and Course Code Changes

Prior Course Code: BUAD 216 >> MGMT 216

Date changed: June 2010

Course Changes:

The College of the Rockies updates course outlines regularly to meet changing educational, employment and marketing needs. The instructor will notify students in writing of any updates to this outline during the semester. The instructor reserves the right to revise, add or delete material while meeting the learning outcomes of this course outline.