



MGMT-216 – Organizational Behaviour

Business

Effective Term & Year: Fall 2025
Course Outline Review Date: 2030-03-01

Program Area: Business Management

Description:

Organizational Behaviour (OB) is the study of what people think, feel, and do in organizations. By taking a multi-level analysis approach, students discover how employees interact with one another and how organizations achieve success. Understanding OB concepts, theories, and practices will help learners to explain, to predict, and to influence how people and their organizations work.

Program Information:

This course is required for all Business Management Diploma and Degree programs.

Delivery Methods: Hybrid – On-campus (Face-to-Face) and 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

Prior Learning and Recognition: Yes

Students are able to request formal recognition of their prior learning or experience outside the classroom. Challenge examination, portfolio-assisted assessment, work-based assessment or a combination of assessments that is appropriate to identify, assess, and recognize prior skills, competencies, and knowledge to achieve course credit. Tuition fees apply, refer to Policy [2.5.5 Prior Learning Assessment and Recognition \(PLAR\)](#) or 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, S. and Warner, J. *Canadian Organizational Behaviour*. 12th edition. Toronto: McGraw-Hill, 2024.

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:

- define organizational behaviour (OB);
- develop a conceptual understanding of OB concepts and theories;
- apply OB knowledge to understanding, predicting, and influencing workplace behaviours and organizational performance;
- use theoretical frameworks to interpret and analyze work-related situations and to make recommendations on actions to achieve desired workplace outcomes; (such as increased employee performance organizational citizenship behaviours and decreased absenteeism, turnover, and counterproductive workplace behaviours)
- understand the factors that directly influence individual behaviours and organizational performance;
- recognize the role of teams and the influence of team dynamics on individual and organizational success; and
- constructively evaluate self, others and organizations with respect to organizational behaviour concepts.

Course Topics:

- Introduction to the study of Organizational Behaviour and its principles
- Individual-level behaviours and processes
 - Personality and Values for person-organization fit,
 - Perception and Self-concept,
 - Emotions and Emotional Intelligence,
 - Attitudes (Job Satisfaction and Organizational Commitment),
 - Stress,
 - Motivation and Employee Engagement
- Team-level behaviours, interaction, and processes
 - Decision-making,
 - Creativity and Employee Involvement,
 - Teams and team dynamics,
 - Communicating in teams and organizations,
 - Power, Influence, and Employee Empowerment,
 - Conflict, Leadership styles, behaviours, and contingencies
- Organizational-level behaviour and processes
 - Organizational Structure,
 - Organizational Culture,
 - Managing Organizational 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) and Online, or Hybrid

Assessment Type	% of Total Grade
Participation	10%
Assignments	30%
Chapter quizzes	10%
Midterm exam	25%
Final exam	25%
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

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 2.1.4 Course Audit
- Policy 2.4.1 Credential Framework
- Policy 2.4.3 Students with Documented Disabilities
- Policy 2.4.4 Student Rights, Responsibilities and Conduct
- Policy 2.4.8 Academic Performance
- Policy 2.4.9 Student Feedback and Concerns
- Policy 2.4.11 Storage of Academic Works

- Policy 2.5.3 Student Appeal
 - Policy 2.5.5 Prior Learning Assessment and Recognition (PLAR)
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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.