



EFFECTIVE: JANUARY 2002
CURRICULUM GUIDELINES

A: Division: **INSTRUCTIONAL**

Date: **JUNE 2001**

B: Department/ **PSYCHOLOGY**
 Program Area: **HUMANITIES & SOCIAL SCIENCES**

New
 Course

Revision

If Revision, Section(s) **F, M, N, O, P, R**
 Revised:

Date Last Revised: **NOVEMBER 1993**

C: SOSC 140 D: BEHAVIOUR IN ORGANIZATIONS E: 3

Subject & Course No.	Descriptive Title	Semester Credits
<p>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.</p>		
<p>G: Allocation of Contact Hours to Types of Instruction/Learning Settings</p> <p>Primary Methods of Instructional Delivery and/or Learning Settings:</p> <p style="text-align: right;">Lecture</p> <p>Seminar</p> <p>Number of Contact Hours: (per week / semester for each descriptor)</p> <p>Lecture: 2 hrs. per week Seminar: 2 hrs. per week = 4 hrs. per week / semester</p> <p>Number of Weeks per Semester: 14</p>	<p>H: Course Prerequisites:</p> <p style="text-align: center;">NONE</p>	
	<p>I: Course Corequisites:</p> <p style="text-align: center;">NONE</p>	
	<p>J: Course for which this Course is a Prerequisite:</p> <p style="text-align: center;">NONE</p>	
	<p>K: Maximum Class Size:</p> <p style="text-align: center;">35</p>	
<p>L: PLEASE INDICATE:</p> <p><input type="checkbox"/> Non-Credit</p> <p><input type="checkbox"/> College Credit Non-Transfer</p> <p><input checked="" type="checkbox"/> College Credit Transfer: Requested <input type="checkbox"/> Granted <input checked="" type="checkbox"/></p> <p>SEE BC TRANSFER GUIDE FOR TRANSFER DETAILS (www.bccat.bc.ca)</p>		

M: Course Objectives/Learning Outcomes

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

1. Explain the nature of organizations and identify the important individual, group, and organizational factors that contribute to organizational effectiveness and member satisfaction.
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 social, cultural and economic context in which organizations function and explain the need for leadership, change, and change management.

N: Course Content

1. Organizations:
 - The nature of organizations
 - Historical approaches to managing organizations
 - The social context in which organizations function
2. Organizational Behaviour as a Social Science:
 - Research and the scientific method
 - Contributing disciplines
3. Individual Behaviour in Organizations:
 - Individual differences
 - Perception, learning and motivation
4. Individuals Working Together:
 - Communication and decision making
 - Group development, cohesiveness and productivity
 - Leadership and power
 - Conflict and negotiation
5. Organization-wide Factors:
 - Organizational structure, policies and procedures
 - Organizational climate and culture
 - Ethics and social responsibility
 - Organizational change and development

O: Methods of Instruction

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

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

P: Textbooks and Materials to be Purchased by Students

Students will be required to purchase a textbook such as one of the following:

Robbins, S. P. and Langton, N. (1993). Organizational Behaviour: Concepts Controversies and Applications (Second Edition). Toronto, Prentice Hall.

Johns, G. and Saks, A. M. (2000). Understanding and Managing Life at Work: Organizational Behavior (Fifth Edition). Toronto, Addison, Wesley, Longman.

The text will be updated periodically.

Q: Means of Assessment

Evaluation will be carried out in accordance with Douglas College policy. Evaluation will be based on course objectives and will include 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:

Three multiple choice quizzes	60%
Semester assignments	10%
Group project/presentation	20%
Class participation/involvement	<u>10%</u>
	100%

R: Prior Learning Assessment and Recognition: specify whether course is open for PLAR

No. Given that this course involves theoretical and empirical analyses of behaviour in organizations, it is unlikely to be open for PLAR except as a credit transfer from another institution.

Course Designer(s)

Education Council/Curriculum Committee Representative

Dean/Director

Registrar

