

revised

Sault College
of Applied Arts and Technology
sault ste. marie

Course Outline

ORGANIZATIONAL BEHAVIOUR I

BUS 103-4

revised JANUARY 1976

ORGANIZATIONAL BEHAVIOUR I
BUS 103-4

TEXT: All readings will be either duplicated for student use or placed on reserve in the resource centre.

REFERENCE TEXT: Human Behaviour at Work - Keith Davis

AIMS & OBJECTIVES:

- to provide a sound background of the work of the "big name" behavioural scientists, their theories and implications.
- to develop within the students an appropriate paper writing ability.
- to prepare the student for the second course in organizational behaviour.

APPROACH & PROCEDURES:

1. Lectures, research and discussions will centre around current articles from management and behavioural journals.
2. Active involvement by the student, both in preparation for and participation during the seminar's is expected and will be graded.
3. Four papers and a take-home review exam will be submitted.
4. A seminar and case study form of presentation will be used.

ASSIGNMENTS:

- | | |
|--------------------|---|
| #1
Jan. 19-23 | <ul style="list-style-type: none"> - a behavioural scientist + 1 other periodical article to show the application of the theory. - ½ page recap of the theory to be submitted for typing and dupl. for others. - 5 pages typed using double spacing. |
| #2
Feb. 16-20 | <ul style="list-style-type: none"> - group skit on informal groups, their norms, peer pressure, selection of their leader and the purpose of their group. - 2 pages typed. |
| #3
Mar. 15-19 | <ul style="list-style-type: none"> - a review of leadership styles and their effectiveness using a min. 2 articles. - 5 pages typed |
| #4
Apr. 12-16 | <ul style="list-style-type: none"> -a review of any 2 articles on motivation or economic incentive -5 pages typed |
| TEST
Apr. 26-30 | <ul style="list-style-type: none"> -a take home test reviewing the semesters work. |

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STUDENT EVALUATION:

Each of the 4 assignments will be assessed a letter grade ranging from "A+" to "C-" or "I".

The review test will bear double the weight of each of the other assignments.

Participation will also be assessed a letter grade equal in weight to an assignment.

All assignments must be submitted or an "I" will be given.

<u>RECAP</u>	-	Assignments	#1	-15%
			#2	-15
			#3	-15
			#4	-15
		Review test		-25
		Participation		-15
				<u>100%</u>

<u>WEEK</u>	<u>TOPIC</u>	<u>READINGS</u>
	Introd. to the Behavioural Scientists & their work-historical	Chtp 1 World of Work and the Behavioural Scie 2 Beh. Scientists: Their Theories & Work
	The Scientists	Matching the indiv. and the organization 1927-32 - Mayo Hawthorne and the Western Electric Co. 1947 - Taylor Scientific management Taylors instructions to Schmidt 1939 - Lewin, Lippitt & White Democratic, Autocratic & Laissez-faire leaders 1946 - National Training Laboratories Sensitivity Training & MGM 1960 - McGregor Human side of MGM Theory X - Theory Y model 1963 - Blake & Mouton Managerial Grid 1961 - Likert The Principle of supportive relationships 1960 - Argyris The individual in the organization 1958 - Morse & Lorsch Beyond theory Y (organ. structure-effectiveness Woodward The Woodward findings (English study) 1966 - Herzberg Motivation - Hygienic theory 1970 - Maslow Need Hierarchy 1967 - Sloan The Management of General Motors The satisfaction -performance controversy An Introd. to market research
	Research Methodology -clinical method -gen. experiment method -understanding articles -use of the library periodicals	

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<u>WEEK</u>	<u>TOPIC</u>	<u>READINGS</u>
	Small Groups -informal -formal	Hawthorne & the Western Electric Co. Group cohesiveness & productivity by Mechalackke The nature of highly effective groups by Likert
	Leadership	How to choose a leadership pattern by Tannenbaum A contingency leadership model by Aedler Profits and participative management by arthur Return on involvement by arthur
	Communication & Listening Theory	Active listening by Carl Rogers Communications by Peter Drucker A model as an approach to interpersonal comm. by W. Howell Xerox listening course
	Motivation	Motivation - Hygienic theory by Herzberg Money as a motivator by Gallerman A new strategy for job enrichment
	Economic incentives	Algoma Steels productivity bonus The Scanlon Plan by McGregor Compensation, cafeteria-style Salaries for production workers - what happened?