



COURSE OUTLINE

BCH0102

Prepared: John Cavaliere Approved: Sherri Smith

Course Code: Title	BCH0102: ORGANIZATIONAL BEHAVIOUR				
Program Number: Name	1120: COMMUNITY INTEGRATN				
Department:	C.I.C.E.				
Semester/Term:	17F				
Course Description:	In this course, students will assess the impacts of human behaviour on organizational performance through the study of personal values and perceptions, motivational techniques, effective utilization of teamwork, conflict resolution options, negotiation processes, leadership styles, approaches to decision making, options for organizational structure, and change management. Students will learn to predict potential impacts of human resources policies and practices on employee behaviour as well as recommend management practices to effectively address specific employee behaviours.				
Total Credits:	3				
Hours/Week:	3				
Total Hours:	45				
Substitutes:	BUS103, OEL729				
Essential Employability Skills (EES):	#1. Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience. #5. Use a variety of thinking skills to anticipate and solve problems. #8. Show respect for the diverse opinions, values, belief systems, and contributions of others. #9. Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals. #10. Manage the use of time and other resources to complete projects. #11. Take responsibility for ones own actions, decisions, and consequences.				
Course Evaluation:	Passing Grade: 50%, D				
Evaluation Process and Grading System:	<table border="1"> <thead> <tr> <th>Evaluation Type</th> <th>Evaluation Weight</th> </tr> </thead> <tbody> <tr> <td>Tests</td> <td>100%</td> </tr> </tbody> </table>	Evaluation Type	Evaluation Weight	Tests	100%
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Tests	100%				
Books and Required Resources:	Organizational behaviour: Concepts, controversies, applications (7th by Langton, N., Robbins, S., & Judge, T.				



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Course Outcomes and Learning Objectives:

Upon successful completion of this course, the CICE student, with the assistance of a Learning Specialist will acquire varying levels of skill development relevant to the following learning outcomes:

Course Outcome 1.

Examine strategies for managing organizational change

Learning Objectives 1.

- 1.1 identify techniques to assess and define an organization's culture
- 1.2 contribute to the development of policies and practices that are consistent with the organizational culture
- 1.3 explain options for organizational structures and the rationales associated with each
- 1.4 describe options for employee socialization and the role socialization plays
- 1.5 critique change processes and the role of training related to change management and organizational development
- 1.6 develop effective processes to manage organizational change
- 1.7 recommend strategies to maintain employee morale during organizational change

Course Outcome 2.

Evaluate contemporary issues in leadership

Learning Objectives 2.

- 2.1 distinguish between managers and leaders
- 2.2 assess characteristics that contribute to effective leadership
- 2.3 identify methods to inspire others to achieve personal objectives and to contribute to organizational goals
- 2.4 determine how leaders can inspire others to achieve personal objectives and contribute to organizational goals
- 2.5 examine decision-making techniques and their degree of effectiveness



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2.6 make recommendations for organizations regarding ethical decision making

Course Outcome 3.

Evaluate conflict management and conflict

Learning Objectives 3.

- 3.1 explain different types of teams and their role in organizations
- 3.2 examine the value and impacts of diversity in teams
- 3.3 define conflict (functional and dysfunctional) and negotiation
- 3.4 develop plans for effective team performance, especially where diversity exists (including Indigenous Canadians)
- 3.5 identify the perspectives of others to facilitate the resolution of conflicts
- 3.6 recommend a variety of conflict-resolution approaches and appropriate utilization of each
- 3.7 develop plans for the improvement of negotiation skills and outcomes

Course Outcome 4.

Assess factors that shape employee behaviour

Learning Objectives 4.

- 4.1 explain perception and various perceptual errors
- 4.2 identify how personality affects behaviour
- 4.3 explain how values and attitudes relate to performance and productivity in diverse work groups
- 4.4 contrast Canadian values (including those of Indigenous Canadians) with other cultures

Course Outcome 5.

Examine motivational strategies for specific organizational circumstances and individual differences

Learning Objectives 5.



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- 5.1 define motivation and its types (intrinsic and extrinsic)
- 5.2 explain person-organization fit
- 5.3 describe effective motivation techniques
- 5.4 identify different types of strategies designed to support employee engagement and motivation
- 5.5 examine techniques to positively influence behaviours within an organization consistent with the organization's strategic goals

CICE Modifications:

Preparation and Participation

1. A Learning Specialist will attend class with the student(s) to assist with inclusion in the class and to take notes.
2. Students will receive support in and outside of the classroom (i.e. tutoring, assistance with homework and assignments, preparation for exams, tests and quizzes.)
3. Study notes will be geared to test content and style which will match with modified learning outcomes.
4. Although the Learning Specialist may not attend all classes with the student(s), support will always be available. When the Learning Specialist does attend classes he/she will remain as inconspicuous as possible.

A. Further modifications may be required as needed as the semester progresses based on individual student(s) abilities and must be discussed with and agreed upon by the instructor.

B. Tests may be modified in the following ways:

1. Tests, which require essay answers, may be modified to short answers.
2. Short answer questions may be changed to multiple choice or the question may be simplified so the answer will reflect a basic understanding.
3. Tests, which use fill in the blank format, may be modified to include a few choices for each question, or a list of choices for all questions. This will allow the student to match or use visual clues.
4. Tests in the T/F or multiple choice format may be modified by rewording or clarifying statements into layman's or simplified terms. Multiple choice questions may have a reduced number of choices.

C. Tests will be written in CICE office with assistance from a Learning Specialist.

The Learning Specialist may:

1. Read the test question to the student.



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2. Paraphrase the test question without revealing any key words or definitions.
3. Transcribe the student's verbal answer.
4. Test length may be reduced and time allowed to complete test may be increased.

D. Assignments may be modified in the following ways:

1. Assignments may be modified by reducing the amount of information required while maintaining general concepts.
2. Some assignments may be eliminated depending on the number of assignments required in the particular course.

The Learning Specialist may:

1. Use a question/answer format instead of essay/research format
2. Propose a reduction in the number of references required for an assignment
3. Assist with groups to ensure that student comprehends his/her role within the group
4. Require an extension on due dates due to the fact that some students may require additional time to process information
5. Formally summarize articles and assigned readings to isolate main points for the student
6. Use questioning techniques and paraphrasing to assist in student comprehension of an assignment

E. Evaluation:

Is reflective of modified learning outcomes.

NOTE: Due to the possibility of documented medical issues, CICE students may require alternate methods of evaluation to be able to acquire and demonstrate the modified learning outcomes

Date:

Wednesday, September 6, 2017

Please refer to the course outline addendum on the Learning Management System for further information.