

**COURSE CODE:** BUAD 262 (SYNCHRONOUS ONLINE)

**COURSE TITLE:**

This course examines management of human behaviour in organizations. Individual and interpersonal behaviour related to perception, learning, communication, motivation and job satisfaction are included. Leadership, ethics, the effective management of work groups, decision making, and the implementation of organizational development processes are discussed (also offered by Distance Education).

**Prerequisite(s)** : BUAD 123

**Co-requisite(s):** None

**Prerequisite For:** BUAD 340, 410

**Substitutable Courses:** None

**Graduation Requirement:** BBA & Diploma - Required

**Transfer Credit:** PMAC

**Special Notes:** Students with credit for BUAD 162 cannot take BUAD 262 for further credit.

**Credits:** 3

**Hours per Week:** 6

**Originally Developed:** 1978

**EDCO Approval:** May 2017

## Learning Outcomes

Outcome	Upon completion of this course students will be able to:
1	Reveal insight about self and others gained through active learning exercises, case studies, and sharing personal stories.
2	Handle the realities of working in organizations by applying learning to scenarios and real world examples.
3	Assess the value of diversity as a way to improve organizational performance by utilizing the concepts of performance management and integrative negotiation.
4	Contribute positively to groups and organizations through integrating conflict management and team building skills and by being exposed to biases and perceptual errors.
5	Communicate effectively in written and verbal methods through practice and refinement in presentations, debates, class discussions and assignments.
6	Apply Maslow's hierarchy of needs, Herzberg's two-factor model and motivational theories.
7	Apply critical thinking to improve decision-making by integrating frameworks and techniques to real scenarios and case studies.
8	Develop ethics and values to enhance organizational performance through the application of theories regarding leadership, politics, perception and power.

## Course Objectives

Objectives	This course will cover the following content:
1	The field of organizational behavior and its purposes
2	Perception processes and errors
3	Emotions and personality traits and how they work within group dynamics
4	Values and attitudes and their effects; ethical thinking and reasoning
5	Motivation and empowerment of individuals and groups
6	Team development and performance
7	Communication barriers and effective interpersonal communication skills
8	Power and politics in the workplace and the use of influence tactics
9	Leadership roles, issues, and factors affecting leadership effectiveness
10	Organizational and personal factors affecting creativity
11	Organizational culture origin, development, and effectiveness
12	Organizational strategy, structure & change; stress and the concept of a toxic workplace

## Professors

Name	Phone Number	Office	Email
Cathy Fitzgerald (Course Captain)	ext. 4579	C123	<a href="mailto:cfitzgerald@okanagan.bc.ca">cfitzgerald@okanagan.bc.ca</a>

## Evaluation Procedure

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Term Work (Group + Individual) (Project and Presentation)	43 %
Exam1 -Continuous all term assessment (11-chapter quizzes, 11-chapter	

## Course Schedule

Date (2024)		Topic	Required Textbook Readings/Assignments
<b>Week</b>			(adaptive practice questions self-assessments and quizzes are to be completed each week)
1	July 8	Introduction to Organizational Behaviour	Ch. 1
		Understanding Organizations	Ch. 2
2	July 15	Individual Differences	Ch. 3
		Perception and Biases	Ch. 4
		Motivation	Ch. 5
3	July 22	Communication	Ch. 6
		Teamwork	Ch. 7
		Power and Politics	Ch. 9
4	July 29	Leadership and Followership	Ch. 8
		Relationships and Networks	Ch. 10
		Conflict, Negotiation, and Decision Making	Ch. 11
5	Aug 5	Portfolio Project Presentations Due Monday thru Sunday	(Due Aug. 5 thru Aug 11 at midnight)
6	Aug 12	Chapters Overview Exam Review  Online Open Book Final Exam (Tuesday Aug 15)	Weekly Adaptive Practice Questions Self-Assessments and Quizzes Due at midnight before the final exam (Aug. 14)
7	Aug 19		

## Skills Across the Business Curriculum

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

## Student Conduct and Academic Honesty

What is the Disruption of Instructional Activities?

Disruption of instructional activities is defined as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

Cheating is defined as the use of unauthorized aids such as books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information in a way that gives an unfair advantage.

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?