

## **BCEA Course Descriptions**

### **BUSP 391 Organizational Behavior (English)**

Location: BCEA

Credits: 3

Schedule: TBD

Instructor: Dr. Clar Matchim, Ph.D.

Cross-listing: Intl Business/Mgmt

Prerequisite: none

#### **Course Description**

Organizational Behavior is designed to provide the student with an understanding of the basic principles underlying workplace behavior, and to increase the ability to improve organizational effectiveness from a management perspective and to analyze issues that concern individuals and groups who work in organizations. The course includes lectures, case discussions, and real-world exercises. To benefit significantly from these experiences, regular attendance in class and active participation in classroom activities are required. Course Principles: This course is founded upon principles about managing people in the organization-- Everyone is to act in ethical and humanitarian ways. Everyone is to contribute to establishing fairness in making decisions effecting individuals and groups within the organization. This would encompass recognizing the merits of diversity in-group membership and incorporating inclusiveness of women, people of color, and other perceived disenfranchised groups. Doing so would ensure improving both their life chances and the productivity of the organization. Minimally, such inclusiveness would be premised on equal opportunity for hiring, promotion, and the right to be listened to. Everyone is to be empowered to make decisions in their areas of jurisdiction in order to become a member of the learning organization. Everyone is encouraged to learn skills for the management of change and innovation. Everyone is encouraged to understand and respect the customs and practices of co-workers and those with whom they interact globally. Everyone is to endeavor to implement the above principles whenever and wherever possible on their own initiative.

#### **Required Text**

Organizational Behavior with Student CD and OLC/PowerWeb card, McShane, Steven Von Glinow, Mary Ann ISBN: 0072976861, Pub. Date: 2004-03-10, Copyright: 2005, Product Line: McGraw-Hill/Irwin McGraw-Hill/Irwin Stephen L. McShane and Gwenth . Organizational Behaviour. Fifth Edition. McGraw-Hill Ryerson Limited, Toronto, 2005.