



ORIGINAL COURSE IMPLEMENTATION DATE:

September 1994

REVISED COURSE IMPLEMENTATION DATE:

September 2026

COURSE TO BE REVIEWED (six years after UEC approval):

February 2031

Course outline form version: 26/01/2024

## OFFICIAL UNDERGRADUATE COURSE OUTLINE FORM

**Note:** The University reserves the right to amend course outlines as needed without notice.

Course Code and Number: BUS 203	Number of Credits: 3 <a href="#">Course credit policy (105)</a>												
<b>Course Full Title:</b> Organizational Behaviour <b>Course Short Title:</b> Organizational Behaviour													
Faculty: Faculty of Business and Computing	Department (or program if no department): School of Business												
<b>Calendar Description:</b> <p>Emphasizing the human side of organizations, this course consists of a general overview of the basic concepts and theories of the behavior of individuals and groups in organizations. Students will also be introduced to Indigenous perspectives on work and comparisons to human behavior in international organizations.</p>													
Prerequisites (or NONE):	One of BUS 100, AGRI 142, or 9 credits of CRIM, PSYC, or SOC.												
Corequisites (if applicable, or NONE):	NONE												
Pre/corequisites (if applicable, or NONE):	NONE												
Antirequisite Courses (Cannot be taken for additional credit.)  Former course code/number:  Cross-listed with:  Equivalent course(s):  <i>(If offered in the previous five years, antirequisite course(s) will be included in the calendar description as a note that students with credit for the antirequisite course(s) cannot take this course for further credit.)</i>	<b>Course Details</b>  Special Topics course: <b>No</b> <i>(If yes, the course will be offered under different letter designations representing different topics.)</i>  Directed Study course: <b>No</b> <i>(See <a href="#">policy 207</a> for more information.)</i>  Grading System: <b>Letter grades</b>  Delivery Mode: <b>May be offered in multiple delivery modes</b>  Expected frequency: <b>Every semester</b>  Maximum enrolment (for information only): <b>36</b>												
<b>Typical Structure of Instructional Hours</b> <table border="1"><tr><td>Lecture/seminar</td><td>20</td></tr><tr><td>Tutorials/workshops</td><td>25</td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td><b>Total hours</b></td><td><b>45</b></td></tr></table>		Lecture/seminar	20	Tutorials/workshops	25							<b>Total hours</b>	<b>45</b>
Lecture/seminar	20												
Tutorials/workshops	25												
<b>Total hours</b>	<b>45</b>												
<b>Scheduled Laboratory Hours</b>  Labs to be scheduled independent of lecture hours: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes													
Department approval	Date of meeting: October 2025												
Faculty Council approval	Date of meeting: December 5, 2025												
Undergraduate Education Committee (UEC) approval	Date of meeting: January 30, 2026												

## Learning Outcomes

Upon successful completion of this course, students will be able to:

1. Apply concepts, theories, and models that deal with human behavior in organizations, including international and Indigenous organizations.
2. Identify barriers to effective decision-making processes.
3. Explain the relationship between personality, values, and job-person matching.
4. Describe values across different cultures and provide examples of Indigenous values.
5. Evaluate the advantages and disadvantages of teamwork in organizations.
6. Explain the sources of power in organizations and their impact on individual and team performance.
7. Explain common conflict-handling styles and why the preferred conflict-handling style varies from one culture to another.
8. Describe various leadership styles and their influence in an organizational setting.
9. Determine what an organizational culture entails and how organizations need to undergo the change process.

## Recommended Evaluation Methods and Weighting (Evaluation should align to learning outcomes.)

Final exam:	25%	Assignments:	50%	
Quizzes/tests:	25%			

**Details:** Assignments consist of an individual assignment, a team assignment, and class participation.

**NOTE: The following sections may vary by instructor. Please see course syllabus available from the instructor.**

## Typical Instructional Methods (Guest lecturers, presentations, online instruction, field trips, etc.)

Lecture, discussion, case analysis, and problem solving.

**Texts and Resource Materials** (Include online resources and Indigenous knowledge sources. [Open Educational Resources](#) (OER) should be included whenever possible. If more space is required, use the [Supplemental Texts and Resource Materials form](#).)

Type	Author or description	Title and publication/access details	Year
1. Textbook	McShane, S. L., Steen, S. L., & Tasa, K.	Canadian Organizational Behaviour	current
2. Indigenous knowledge	Thunderbird Partnership Foundation	<i>Indigenous wellness framework reference guide</i> . National Native Addictions Partnership Foundation. Retrieved from: <a href="https://www.thunderbirdpf.org/IWF">https://www.thunderbirdpf.org/IWF</a>	2020
3. Online resource	Government of Canada	Detailed company search - Indigenous Business Directory. Retrieved from: <a href="https://www.sac-isc.gc.ca/rea-ibd">https://www.sac-isc.gc.ca/rea-ibd</a>	
4.			
5.			

## Required Additional Supplies and Materials (Software, hardware, tools, specialized clothing, etc.)

n/a

## Course Content and Topics

### Module One: Individual performance

- Individual behaviour, values, and personality
- Perception and learning in organizations
- Workplace emotions, attitudes, and motivation
- Applied performance practices, work-related stress and stress management
- Test and assignments (LO 1 – 4)

### Module Two: Team performance

- Foundation of team dynamics
- Decision making and creativity
- Developing high performance teams
- Communicating in teams and organizations
- Final exam and assignments (LO 5)

### Module Three: Organizational performance

- Power and influence in the workplace
- Conflict and negotiation
- Leadership in organizational settings
- Organizational change
- Final exam and assignments (LO 6 – 9)