



ORIGINAL COURSE IMPLEMENTATION DATE: January 2022
 REVISED COURSE IMPLEMENTATION DATE:
 COURSE TO BE REVIEWED (six years after UEC approval): December 2026
 Course outline form version: 05/18/2018

OFFICIAL UNDERGRADUATE COURSE OUTLINE FORM

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

Course Code and Number: MGMT 310	Number of Credits: 3 Course credit policy (105)														
Course Full Title: Cultivating Positive Workplaces Course Short Title: Positive Workplaces <i>(Transcripts only display 30 characters. Departments may recommend a short title if one is needed. If left blank, one will be assigned.)</i>															
Faculty: Faculty of Professional Studies	Department (or program if no department): School of Business														
Calendar Description: Work can be a place for developing personal strengths, creating positive connections with others, and experiencing meaningfulness. Students will learn a variety of frameworks and tools for enhancing their well-being at work, as well as cultivating workplaces that help others thrive.															
Prerequisites (or NONE):	Admission to the Bachelor of Integrated Studies program Applied Management concentration.														
Corequisites (if applicable, or NONE):	None														
Pre/corequisites (if applicable, or NONE):	None														
Antirequisite Courses <i>(Cannot be taken for additional credit.)</i> Former course code/number: Cross-listed with: Dual-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>	Special Topics <i>(Double-click on boxes to select.)</i> This course is offered with different topics: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <i>(If yes, topic will be recorded when offered.)</i>														
Typical Structure of Instructional Hours <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>Lecture/seminar hours</td><td></td></tr> <tr><td>Tutorials/workshops</td><td></td></tr> <tr><td>Supervised laboratory hours</td><td></td></tr> <tr><td>Experiential (field experience, practicum, internship, etc.)</td><td></td></tr> <tr><td>Supervised online activities</td><td style="text-align: center;">45</td></tr> <tr><td>Other contact hours:</td><td></td></tr> <tr><td style="text-align: right;">Total hours</td><td style="text-align: center;">45</td></tr> </table>	Lecture/seminar hours		Tutorials/workshops		Supervised laboratory hours		Experiential (field experience, practicum, internship, etc.)		Supervised online activities	45	Other contact hours:		Total hours	45	Independent Study If offered as an Independent Study course, this course may be repeated for further credit: <i>(If yes, topic will be recorded.)</i> <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes, repeat(s) <input type="checkbox"/> Yes, no limit
Lecture/seminar hours															
Tutorials/workshops															
Supervised laboratory hours															
Experiential (field experience, practicum, internship, etc.)															
Supervised online activities	45														
Other contact hours:															
Total hours	45														
Labs to be scheduled independent of lecture hours: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes	Transfer Credit Transfer credit already exists: <i>(See bctransferguide.ca.)</i> <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes Submit outline for (re)articulation: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <i>(If yes, fill in transfer credit form.)</i>														
Grading System <input checked="" type="checkbox"/> Letter Grades <input type="checkbox"/> Credit/No Credit															
Maximum enrolment (for information only): 25 Expected Frequency of Course Offerings: Annually															
Department / Program Head or Director: Dr. Carl Janzen	Date approved: April 14, 2020														
Faculty Council approval	Date approved: June 5, 2020														
Dean/Associate VP: Dr. Tracy Ryder Glass	Date approved: June 5, 2020														
Campus-Wide Consultation (CWC)	Date of posting: December 18, 2020														
Undergraduate Education Committee (UEC) approval	Date of meeting: December 18, 2020														

Learning Outcomes:

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

- LO 1. Assess work-related strengths in self and others;
- LO 2. Implement motivational practices that encourage and reward desirable workplace behaviors.
- LO 3. Design jobs that capitalize on workers' strengths.
- LO 4. Manage strengths-based teams in organizational settings.
- LO 5. Experience how team design and team processes influence team output.
- LO 6. Contrast perspectives on work meaningfulness.
- LO 7. Analyze how jobs can be crafted to enhance work meaningfulness.
- LO 8. Evaluate work-life balance policies and practices.
- LO 9. Practice work-related self-reflection.

Prior Learning Assessment and Recognition (PLAR)

Yes No, PLAR cannot be awarded for this course because

Typical Instructional Methods (*Guest lecturers, presentations, online instruction, field trips, etc.; may vary at department's discretion.*)

Online instruction.

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

Typical Text(s) and Resource Materials (*If more space is required, download Supplemental Texts and Resource Materials form.*)

Author (surname, initials)	Title (article, book, journal, etc.)	Current ed.	Publisher	Year
1. Roth, T.	Strengthsfinder 2.0	<input checked="" type="checkbox"/>	Gallup Press	
2. Roth, T.	Strengths based leadership	<input checked="" type="checkbox"/>	Gallup Press	

Typical Evaluation Methods and Weighting

Final exam:	30%	Assignments:	30%	Field experience:	-	Portfolio:	-
Midterm exam:	-	Project:	30%	Practicum:	-	Contributions to online discussions:	10%
Quizzes/tests:	-	Lab work:	-	Shop work:	-	Total:	100%

Details (if necessary):**Typical Course Content and Topics**

Module One: Strengths in self and others

- Complete personal work-related strengths assessment
- Critically analyze strengths assessments in light of recent personality research
- Methods for identifying strengths in others

Assignment and online discussions (LO 1, 9)

Module Two: Motivation for optimal performance

- Needs and process theories of motivation
- Strategic use of workplace rewards
- Person-job fit and job design
- Coach others to use and build their strengths at work

Assignment and online discussions (LO 1–3, 9)

Module Three: Strengths-based teams

- Principles of effective team design and process
- Formulate teams with complementary strengths
- Predict and manage team conflict

Assignment and online discussions (LO 1, 4, 5)

Module Four: Meaningful work relationships, jobs, and organizations

- Hedonic and eudaimonic well-being at work
- Perspectives on meaningfulness of work
- Network and high quality connection theories of workplace relationships
- Task, relational, and cognitive job crafting processes

Online discussions (LO 6, 7, 9)

Project (LO 1–7, 9)

Module Five: Work and non-work interface for self and others

- Depletion and enrichment theories of work and non-work time
- Advantages and disadvantages of work-life balance policies
- Intersection of employee values, life stages, and career paths
- Interactions between meaningfulness of work and meaningfulness in life

Online discussions (LO 7–9)

Final exam (LO 1–9)