

ORGA – ORGANIZATIONAL MANAGEMENT

ORGA 201

Introduction to Management

3 Credits Weekly (3-0-0)

This course focuses on the nature and structure of work organizations and how people function in these environments. Topics include decision making, planning, organizing, controlling, leadership, organizational design and structure, communication, teams, motivation, conflict, change and strategy. Note: Credit can only be obtained in one of MGMT 121 or ORGA 201.

ORGA 206

Airport Management and Operations

3 Credits 3-0-0

Students are introduced to airport management and the aviation industry in Canada and around the world. Students will gain understanding of the theoretical concepts and the practical applications of airport management. Students will understand airport systems, airport operations, aviation safety and the regulatory frameworks in the airport industry. The course connects fundamental management principles and practices to the context of airport and airfield operations. Students will explore a wide array of topics on airport management to include airport design and master planning, airfield operations, communications and customer service, airport financial management, airport maintenance and asset planning, emergency management planning, sustainability, and responsible and ethical practices in airports.

Prerequisites: ORGA 201.

ORGA 310

Advanced Leadership Topics and Issues

3 Credits Weekly (3-0-0)

This course will examine traditional and contemporary leadership theories and models. Contemporary issues and approaches in leadership will be explored and supported through theoretical and practical application of professional skills. Key leadership concepts are applied in a case format in which students will develop and implement a personal leadership plan.

Prerequisites: ORGA 201 and BUSN 201.

ORGA 312

Entrepreneurship

3 Credits Weekly (3-0-0)

A practice-based course where students explore entrepreneurial thinking and acting in order to maneuver in entrepreneurial environments which are unpredictable, uncertain and ambiguous. Students will gain the mindset to work in such an environment in the capacity and create new ventures. Students learn through experimentation and creation of a lean business plan through application of sound business principles. They capitalize on the knowledge they previously gained in various disciplines and from current practices they learn in this class including lean start up and design thinking. This course requires active engagement - students learn through lecture, case studies, experimentation, video and guest speakers.

Prerequisites: MGTS 113, or MATH 114, or MATH 120 and either: (ACCT 218, MGMT 121, MGMT 122, and MGMT 131) OR (ACCT 322, MARK 301, and ORGA 201).

ORGA 314

Managing Negotiation

3 Credits Weekly (3-0-0)

Students explore theoretical concepts that support practical training in the key competencies required for negotiating in day-to-day situations. Students demonstrate and apply negotiating skills and concepts in online practices and out-of-class situations. Topics include negotiating strategies; target, resistance, and walk-away points; opening negotiating tactics; making concessions; closing negotiating tactics; and ethical considerations when negotiating. Students also reflect on their personal development of their negotiating skills.

Prerequisites: ORGA 201 or HRMT 200 or MGMT 121.

ORGA 316

Contemporary Organizational Behaviour and Theory

3 Credits Weekly (3-0-0)

Students will explore contemporary organizational behaviour concepts and theories to develop an understanding of the interaction between individual determinants of behaviour and group dynamics. Students will look at how individuals are shaped and actively shape their organizational environment, and the affect of this dynamic for an organization's success. Note: Credit can only be obtained in one of MGMT 122 or ORGA 316.

Prerequisites: ORGA 201 or MGMT 121.

ORGA 330

Managerial Skill Development

3 Credits Weekly (3-0-0)

Students develop key competencies required for managerial success as they explore relevant theoretical concepts and engage in practical application of those concepts. Students demonstrate an application of managerial skills and concepts in team and individual activities.

Prerequisites: ORGA 201 OR (MGMT 121 and MGMT 122) or consent of the department chair.

ORGA 333

Managing Change

3 Credits Weekly (3-0-0)

Students study the conceptual frameworks of organizational development and change. The dynamics of change, implementation considerations, and understanding and managing resistance to change are analyzed. Students apply theory to case studies and develop tools to lead and navigate change situations.

Prerequisites: ORGA 201.

ORGA 335

Equity, Diversity, and Inclusion in Organizations

3 Credits Weekly (3-0-0)

Students examine the strategic and social importance of equity, diversity, and inclusion (EDI) in the workplace and consider related practices of leaders, supervisors, Human Resource Management professionals, and employees. The influence and impact of various forces are considered, including legislation and regulations, social norms and individual attitudes, and corporate mechanisms such as policies and programs. Instructors have discretion for the specific topics addressed in the course, including but not limited to: business outcomes and environmental-social-governance objectives, human resource management practices, human rights protected areas, employee resource groups, and interpersonal behaviours.

Prerequisite: ORGA 201.

ORGA 410

Business Consulting

3 Credits Weekly (3-0-0)

Students focus on the consulting process, issue and problem diagnosis, consulting approaches and styles, client-consultant relationships, management of change, and professional codes of conduct and ethics. Consultancy is discussed in the context of both internal and external organizational roles and as a career choice. Students work in a team to integrate consulting concepts with knowledge and skills acquired in other Bachelor of Commerce courses and apply them to practical consulting projects.

Prerequisites: ORGA 316.

ORGA 412

Business Innovation and Intrapreneurship

3 Credits Weekly (3-0-0)

Students analyze and discuss theories, principles, concepts and practices of entrepreneurship within organizations – intrapreneurship. Students research and analyze current trends, organizational challenges to innovation, creativity, and opportunities in developing intrapreneurship in organizations. Students also analyze the theories, nature, and dynamics of implementing change in organizational culture and the impact of an organization's adoption of an intrapreneurship strategy.

Prerequisites: ORGA 201 and BUSN 201.

ORGA 422

Contemporary Business Ethics

3 Credits Weekly (3-0-0)

Students learn philosophies, theories, concepts, and methods related to different schools of thought in business ethics (e.g., universal, consequentialist, pragmatic, relativist). Students integrate and apply these concepts on case studies to understand, analyze and render appropriate strategic and ethical judgments concerning the general management of organizations in today's global context. Students analyze and explore contemporary complex social, managerial and technological issues in management; they explore the potential responses government, firms and other institutions have to ethical issues in management and, also, decide what are the contemporary issues in business ethics that they want to learn in depth.

Prerequisites: ORGA 316.

ORGA 497

Special Topics in Management

3 Credits Weekly (0-0-3)

This course involves reading, discussing and critically evaluating current research on specialized topics of interest to senior students in the Bachelor of Commerce. Topics covered vary with the interests of students and faculty and may include an applied field research component in business, government or community. Students should consult with faculty members in the Department of Organizational Behaviour, HRM, Management and MIS for details regarding current offerings. This course can be taken twice for credit.

Prerequisites: Minimum of C- in one 300 level ORGA (p. 1) course and consent of the department chair or designate.

ORGA 498

Independent Studies in Management

3 Credits Weekly (0-0-3)

In consultation with and supervised by a member of the department or an approved professional in the community, a senior student undertakes advanced scholarly work related to the field of management. The faculty member guides the student in designing and undertaking this work, using appropriate assumptions and methods to arrive at warranted conclusions and outcomes that will advance management knowledge or practice.

Note: This course can be taken twice for credit.

Prerequisites: Consent of the course instructor and the department chair.

ORGA 499

Honours Thesis - Management

3 Credits Total (0-0-45)

Under the direction of a faculty member, students conduct a research project on an approved topic related to their major culminating in an honours thesis. Students then present and defend their thesis in a public forum. Restricted to Bachelor of Commerce Honours students.

Prerequisites: BUSN 396, BUSN 397 and BUSN 496.