




Business Administration

Course Number:	BUAD 123
Course Title:	MANAGEMENT PRINCIPLES
Credits:	3
Calendar Description:	A study of the universal functions of management: planning organizing, leading and controlling. This course emphasizes strategic business planning and decision making; organizing resources and work scheduling; leading and motivating individuals and groups to achieve objectives; and controlling worker output and productivity so that goals are achieved effectively and efficiently. <i>(also offered by Distance Education)</i>
Semester and Year:	WINTER 2021
Prerequisite(s):	No
Corequisite(s):	No
Prerequisite to:	BUAD 209, 262, 269, 272, 279, 293, 298, 330, 390
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	BBA & Diploma - Required
Substitutable Courses:	No
Transfer Credit:	PMAC
Special Notes:	
Originally Developed:	1976
EDCO Approval:	April 2003
Chair's Approval:	

Professors

Name	Phone number	Office	Email
Rishi Bhardwaj Course Captain	NA	Online	rbhardwaj@okanagan.bc.ca
Laura Hetherington	NA	Online	lhetherington@okanagan.bc.ca
Danielle Robinson	NA	Online	drobinson@okanagan.bc.ca

Learning Outcomes

<p>Upon completion of this course students will be able to</p> <ul style="list-style-type: none"> • explain key management concepts. • discuss the relationships among the management disciplines of Planning, Organizing, Leading and Controlling. • identify methods of feedforward, concurrent and feedback control. • identify the various theories and models of leadership and the bases of power. • define organizational structure and common forms of departmentalization. • describe the skills necessary for a career in management. • demonstrate an ability to work collaboratively in teams.

Course Objectives

This course will cover the following content: *See weekly course schedule

Evaluation Procedure

Term Work (Chapter Quizzes-10%, Class Activities- 15%)	25%
Group Project	20%
Mid-Term Exam I	15%
Mid-Term Exam II	20%
Final Exam	20%
Total	100%

Notes**Term Work**

Your term work grade may be calculated from a combination of quizzes, meetings with your professor, participation, in-class work, and homework. Your professor will explain this component of your grade during the first week of classes. There is a direct correlation between attendance in class and a good academic grade. It is highly recommended that students read text materials before classes. Any work missed as a result of failure to attend class is the responsibility of the student.

Group Project

The term project will be discussed during the first weeks of class. An electronic copy and/or a hard copy of the project must be submitted (Check with your professor for specifics).

There will be penalties for work submitted late. These penalties will be up to the discretion of the professor. All materials submitted for grading must be professionally presented and WILL be marked for spelling and grammar as well as content.

Mid-Term Exams

The mid-term exams may include multiple choice questions, true/false/why questions, short and long-answer questions. These will be based on both the text and topics covered in class.

Final Exam

The format of the final exam will be similar to the mid-term exams with some comprehensive application case type questions. The majority of the questions will be based on material covered after the second mid-term exam.

Required Texts/Resources

Fundamentals of Management, Robbins, DeCenzo, Coulter, Anderson. Ninth Canadian Edition

Regular reading of the business section of local and/or national newspapers.

Course Schedule (Subject to Change)

Dates		Topic	Textbook
2021 Week of		Monday, January 11 – First Day of Classes Monday, February 15 – STAT Tuesday, February 16 – Friday, February 19 – Reading Break Friday, April 2 – Monday, April 5 - STAT Friday, April 16 – Last Day of Regular Classes	
Jan.	11	Course Introduction Introduction to Management and Organizations	Ch. 1
	18	Understanding Groups and Teams <i>Library Presentation #1</i>	Ch. 8
	25	Environmental Constraints on Managers	Ch. 2
Feb.	1	Decision Making	Ch. 3
	8	<i>Group Presentations</i> Mid-Term Exam I (1, 2, 3, and 8)	
	15	Planning and Strategic Management Journal Entry #1 Due – Management Skills	Ch. 4
	28	Organizational Structure and Design	Ch. 5
Mar.	7	Human Resources Management	Ch. 6
	14	<i>Library Presentation #2</i> Mid-Term Exam II (4, 5, 6)	
	21	Leadership	Ch.10
	28	Leadership / Motivating Employees Journal Entry #2 Due – Groups and Teams	Ch. 10/9
Apr.	4	Motivating Employees	Ch. 9
	11	Foundations of Control Communication and Information	Ch. 12 Ch. 11
	16	Course review and final exam preparation (Cumulative)	
	19-28	FINAL EXAM PERIOD	

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?

At Okanagan College (OC), disruption of instructional activities includes student “conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC”, as well 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 includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of 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 to other students who are taking the test or examination.”

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?

Plagiarism is defined as “the presentation of another person’s work or ideas without proper or complete acknowledgement.” It is the serious academic offence of reproducing someone else’s work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

“Intentional plagiarism is the deliberate presentation of another’s work or ideas as one’s own.” Intentional plagiarism can be a copy of material from a journal article, a book chapter, data from the Internet, another student, work submitted for credit in another course or from other sources.

“Unintentional plagiarism is the inadvertent presentation of another’s work or ideas without proper acknowledgement because of poor or inadequate practices. Unintentional plagiarism is a failure of scholarship; intentional plagiarism is an act of deceit.”

What are the Students’ Responsibilities to Avoid Plagiarism?

Students have a responsibility to read the OC Plagiarism Policy and Procedures outlined in the OC calendar, which is available in online format www.okanagan.bc.ca. Students must acknowledge the sources of information used on all their assignments. This usually involves putting the authors’ name and the year of publication in parentheses after the sentence in which you used the material, then at the end of your paper, writing out the complete references in a Reference section.

“Students are responsible for learning and applying the proper scholarly practices for acknowledging the work and ideas of others. Students who are unsure of what constitutes plagiarism should refer to the UBC publication “*Plagiarism Avoided; Taking Responsibility for your Work*”. This guide is available in OC bookstores and libraries.

Students are expected to understand research and writing techniques and documentation styles. The Okanagan School of Business requires the use of the APA or MLA style, but suggests that students cite references using the APA guidelines (see Publication Manual of the American Psychological Association, 7th edition (2019)). A copy of the APA manual is available in the reference section and also available for circulation from OC libraries. The library website has access to these two major citing styles.

What are the Penalties for Plagiarism and Cheating?

The Okanagan School of Business does not tolerate plagiarism or cheating. All professors actively check for plagiarism and cheating and the Okanagan School of Business subscribes to an electronic plagiarism detection service. All incidents of plagiarism or cheating are reported and result in a formal letter of reprimand outlining the nature of the infraction, the evidence and the penalty. The Dean of the Okanagan School of Business and the Registrar record and monitor all instances of plagiarism and cheating. Penalties for plagiarism and cheating reflect the seriousness and circumstances of the offence and the range of penalties includes suspension from OC.