

# COURSE SYLLABUS



COURSE TITLE: Business 150 – Introduction to Management  
CLASS SECTION: Sec D06  
LOCATION: Online  
TERM: Winter 2023  
COURSE CREDITS: 3 credits  
DELIVERY METHOD(S): Online Asynchronous

Camosun College campuses are located on the traditional territories of the Lək̓ʷəŋən and WSÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.  
Learn more about Camosun's [Territorial Acknowledgement](#).

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To remain registered in this class there is a Mandatory Introduction Post in D2L Discussions, due by **Thursday, January 12th by 12:30pm**. (PDT). If this post is not made by that date and time your space in this class will go to the next student on the waitlist.

Camosun College requires mandatory attendance for the first class meeting of each course. For asynchronous courses, such as this, you are required to comply with the requirements as set out by your instructor. If you fail to meet the requirements, and do not provide your instructor with a reasonable explanation in advance, you will be removed from the course and the space will be offered to the next waitlisted student.

## INSTRUCTOR DETAILS

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NAME: Louisa Marziali  
EMAIL: [marzialil@Camosun.ca](mailto:marzialil@Camosun.ca)  
OFFICE: CBA 228  
HOURS: virtual by appointment

*As your course instructor, I endeavour to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.*

## CALENDAR DESCRIPTION

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This course focuses on the principles of management in contemporary organizations. Basic theoretical foundations are applied to management issues such as strategic planning, contemporary organizational structures, leadership, human resource considerations and current approaches to monitoring organizational performance. Learners will have the opportunity to apply the principles discussed to local organizations. Learners will also develop skills in decision-making and learning strategies, time management, project management and group process.

## PREREQUISITE(S)

One of:

- C in [English 12](#)
- C in [Camosun Alternative](#)

## COURSE LEARNING OUTCOMES / OBJECTIVES

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

- 1) Demonstrate an understanding of the concepts, principles and issues related to management theory
  - Describe the four functions of management
  - Demonstrate an understanding of business ethics, corporate social responsibility and sustainability
  - Describe decision-making models and their relevance to management
  - Describe the important connection between management and human resources
- 2) Demonstrate the ability to apply leadership and motivation concepts to an identifiable local leader
  - Analyze leadership styles and approaches used by the leader
  - Apply motivation theory and describe the leader's approach to motivating staff
- 3) Work effectively in a team
  - Demonstrate appropriate and productive team roles and behaviours, and team decision-making approaches
- 4) Use the decision-making model to analyze and make recommendations for resolution of a business problem

## REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

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Robbins, S.P., DeCenzo, D.A., Coulter, M., & Anderson, I. (2019). *Fundamentals of management, (ninth Canadian edition)*. Pearson.

Bookstore:

<https://www.campusebookstore.com/integration/AccessCodes/default.aspx?permalinkId=8ce6f596-5cde-4bff-821e-28955c793599&frame=YES&t=permalink>

### Getting Started with REVEL:

1. Enter your **Course Invite Link**: <https://console.pearson.com/enrollment/hwpoow>
2. **Sign in** if you have used a Pearson product before OR **Create a new account**
3. Select your access option
  - a) **“Get 14-day temporary access”** if you want to review this resource first before committing to this course
  - b) **“Redeem access code”** you purchased from the bookstore
  - c) **“Purchase materials”** with a credit card or PayPal account
4. Future Log-ins from <http://console.pearson.com>

### Need help?

- Visit <https://www.pearson.com/ca/en/higher-education/get-started/faq.html> for FAQs, guides, and resources.
- For more information about Revel, check out <https://www.pearsonhighered.com/revel/>
- **Technical support:** <https://support.pearson.com/getsupport/s/contactsupport>

**COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION**

The following schedule and course components are subject to change with reasonable advance notice, as deemed appropriate by the instructor.

WEEK	ACTIVITY or TOPIC	OTHER NOTES
<p>Week 1  Jan 09 - 15</p>	<p>Course and Revel overview</p> <p>Chapter 1: Introduction to Management and Organizations ACTIVITY CHECKLIST:  <input type="checkbox"/> Purchase the e-text and read Chapter 1  <input type="checkbox"/> Post Introduction - <b>include your email address</b>  <input type="checkbox"/> Review Assignment 1 resources in D2L for next week  <input type="checkbox"/> Complete the Fisher Personality Assessment</p> <p>READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>Chapter 1 - Introduction to Management and Organizations Complete the Chapter 1 - Revel activities</li> </ul>	<p>Introduction Post - Due: Thursday, Jan 12 by 12:30pm</p> <p>Fisher Personality - Due: Friday, Jan 13</p>
<p>Week 2  Jan 16 - 21</p>	<p>Chapter 2 - Environmental Constraints on Managers ACTIVITY CHECKLIST:  <input type="checkbox"/> Review APA Module – do this early!  <input type="checkbox"/> Review introductions and determine who you want to work with for the first team assignment</p> <p>READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>Read Chapter 2 and complete Revel quizzes for Chs 1 &amp; 2</li> </ul>	<p>Course Add/Drop Deadline</p> <p><i>Courses dropped after this date are ineligible for refund</i></p> <p><i>Courses added after this period require School permission</i></p>
<p>Week 3  Jan 23 - 29</p>	<p>Chapter 8 - Understanding Groups and Teams ACTIVITY CHECKLIST:  <input type="checkbox"/> Assignment 1 instructions review  <input type="checkbox"/> Teams formed, team contract discussed  <input type="checkbox"/> Chapter 8 Discussion</p> <p>READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>Read Chapter 8 and complete the Revel quizzes</li> </ul>	<p>Chapter 8 Discussion - First post by Wednesday Reply posts by Sunday</p>

<p>Week 4 Jan 30 - Feb 05</p>	<p>Chapter 3 - Decision Making</p> <p>ACTIVITY CHECKLIST:  <input type="checkbox"/> Exam Review: Chapters 1-3, STUDY</p> <p>READINGS / REVEL QUIZZES:  <input type="checkbox"/> Read Chapter 3 and complete the Revel quizzes  <input type="checkbox"/> APA Quiz</p>	<p>Team Contract  - Due: Sunday, Feb 05 by 11:59pm  <b>APA Quiz - Due: Sunday, Feb 05 by 11:59pm</b>  Study for Exam!</p>
<p>Week 5 Feb 06 - 12</p>	<p><b>Exam 1: Chapters 1-3</b></p> <p>ACTIVITY CHECKLIST:  <input type="checkbox"/> Work on Assignment 1</p> <p>READINGS / REVEL QUIZZES:  <ul style="list-style-type: none"> <li>• Read Chapter 4 and complete the Revel quizzes</li> </ul> </p>	<p><b>Exam 1: Chapters 1-3 on Wednesday, Feb 08 from 6am-11:59pm</b></p>

WEEK or DATE RANGE	ACTIVITY or TOPIC	OTHER NOTES
<p>Week 6 Feb 13 - 19</p>	<p>Chapter 4 - Planning and Strategic Management</p> <p>ACTIVITY CHECKLIST:  <input type="checkbox"/> Work on Assignment 1</p> <p>READINGS / REVEL QUIZZES:  <input type="checkbox"/> Read Chapter 4 and complete the Revel quizzes</p>	<p>Assignment 1: Team product, Team Discovery Summary due: Sunday, Feb 19 by 11:59pm  Self-reflections due: Sunday, Feb 19 by 11:59pm</p>
<p>Week 7 Feb 21 - 26</p>	<p>Feb 20 - Family Day  Feb 21 - 24 - Reading week</p> <p><input type="checkbox"/> Determine who you want to work with (triads) for Assignment 2</p>	<p>No Classes</p>
<p>Week 8 Feb 27 - Mar 5</p>	<p>Chapter 5 - Organizational Structure and Design</p> <p>ACTIVITY CHECKLIST:  <input type="checkbox"/> Review instructions for Assignment 2  <input type="checkbox"/> Assignment 2; triads formed</p> <p>READINGS / REVEL QUIZZES:  <ul style="list-style-type: none"> <li>• Read Chapter 5 and complete the Revel quizzes</li> </ul> </p>	<p>Sign-up for your triad for Assignment 2</p>

<p>Week 9 Mar 06 - 12</p>	<p>Chapter 10 - Leadership ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2, Part 1 READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>• Read Chapter 10 and complete the Revel quizzes</li> </ul>	
<p>Week 10 Mar 13 - Mar 19</p>	<p>Chapter 9 - Motivating and Rewarding Employees ACTIVITY CHECKLIST: <input type="checkbox"/> Exam Review: Chapters 4,5,10 &amp; 9 <input type="checkbox"/> Work on Assignment 2, Part 1 READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>• Read Chapter 9 and complete the Revel quizzes</li> </ul>	<p>Study for Exam!</p>
<p>Week 11 Mar 20 - 26</p>	<p><b>EXAM 2: Chs 4, 5, 10 and 9</b> Chapter 6 - Human Resource Management ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2, Part 1 READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>• Read Chapter 6 and complete the Revel quizzes</li> </ul>	<p><b>Exam 2: Chapters 4, 5, 10 and 9 on Wednesday, March 22 from 6am - 11:59pm</b> <b>Assignment 2, Part 1 Due Sunday March 26 by 11:59pm</b></p>
<p>Week 12 Mar 27 - April 2</p>	<p>Chapter 7 - Managing Innovation and Change ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2, Part 2 READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>• Read Chapter 7 and complete the Revel quizzes</li> </ul>	
<p>Week 13 April 3 - 9</p>	<p>Chapter 12 - Foundations of Control ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2, Part 2 READINGS / REVEL QUIZZES:</p> <ul style="list-style-type: none"> <li>• Read Chapter 12 and complete the Revel quizzes</li> </ul>	<p><b>Assignment 2, Part 2 Due Sunday April 9 by 11:59pm</b> <b>Individual evaluation and self-reflection</b> <b>Due Sunday, April 9 by 11:59pm</b></p>

Week 14 April 10 - 14	Chapter 13 - Operations Management  ACTIVITY CHECKLIST:  <input type="checkbox"/> Exam Review: Chs 6, 7, 12 & 13  Exam 3 to be scheduled during exam week	Study for Exam! April 15 - Last day to withdraw without academic penalty
Exam Week April 17 - 25	Final Exam - Date TBD	

Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced noticed is required. Deadlines scan be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html).  
<http://camosun.ca/services/accessible-learning/exams.html>

## EVALUATION OF LEARNING

DESCRIPTION	WEIGHTING
<b>Team Assignments (35%)</b>	
<b>Assignment 1 - Team Discovery Assignment</b>	15%
<input type="checkbox"/> Team Contract (3%) <input type="checkbox"/> Team Discovery Summary and team product (15%) <input type="checkbox"/> Individual team evaluation and self-reflection (2%)	
<b>Assignment 2 – Management Perspectives on Leading &amp; Motivation</b>	15%
<input type="checkbox"/> Pair Summary Report (13%) <input type="checkbox"/> Pair evaluation and self-reflection (2%)	
<b>Exams (42%)</b>	
<input type="checkbox"/> Exam 1	12%
<input type="checkbox"/> Exam 2	15%
<input type="checkbox"/> Exam 3 (during exam week)	15%
<b>Activities (23%)</b>	
<input type="checkbox"/> Revel chapter activities	15%
<input type="checkbox"/> APA Quiz	3%
<input type="checkbox"/> Participation/Activities/Discussions	10%
If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the <a href="http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf">Grade Review and Appeals</a> policy for more information. <a href="http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf">http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf</a>	<b>TOTAL</b>
	100%

## COURSE GUIDELINES & EXPECATIONS

Assignment formatting. The School of Business uses APA 7 style for formatting assignments and citing references. Proper citations and formatting using APA style will be required. See Camosun College citation guides: <http://camosun.ca.libguides.com/apa7>

- Submit all assignments as a Word or pdf document in D2L assignments by your last name/s.
- In text citations for quotes, paraphrasing, and references must be consistent with APA standards.
- Grammar, spelling, APA formatting, citations, and referencing will be assessed in your mark.
- All submitted work must be properly referenced to sources where required by your instructor.
- Unless otherwise specified, you are to submit your own work, any work collaborated (unless permitted by the course) will be considered in violation of the College's Academic Integrity Policy.

See Camosun's (2021) policy at: <https://legacy.camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf>.

Acts of academic dishonesty include, but are not limited to:

- Using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words.
- Duplicating a table, graph, or diagram, in whole or in part, without referencing the source.
- Paraphrasing the ideas of another person, whether written or verbal, without referencing the source.
- Providing answers to another student in any test, examination, or take-home assignment.
- Taking any unauthorized materials into an examination or test.
- Submitting the same paper or portions thereof for more than one assignment in different courses without the instructor's permission.
- If you are uncertain or have any questions regarding academic integrity, please do not hesitate to discuss these with your instructor.**

## SCHOOL OR DEPARTMENTAL INFORMATION

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The School of Business is committed to promoting competence, professionalism and integrity in our students and developing their core skills to succeed throughout their academic programs and in their careers. The purpose of these guidelines is to provide clear expectations of appropriate academic conduct and to establish processes for discipline in appropriate circumstances. It is your responsibility to become familiar with the content and the consequences of academic dishonesty.

Camosun College School of Business (2016) Academic Honesty Guidelines from:

<http://camosun.ca/learn/school/business/current-students/documents/Academic-Honesty-Guidelines.pdf>.

**Deadlines, exams, and assignments.** You must submit your assignments on the due date or as announced. A grade of zero will be assigned to late submissions. There are no additional assignments or make-up exams of any kind if you performed poorly on an assignment, midterm or final exam.

- a. **EXAM DATES WILL NOT BE RESCHEDULED.** Non-attendance on scheduled exam dates results in a zero grade. Exceptions will be made only for medical reasons or extenuating circumstances that must be submitted and then accepted by the instructor. Please advise your instructor promptly.
- b. Students registered through the [Centre for Accessible Learning \(CAL\)](#) should discuss timelines with their instructors at the beginning of each semester.
- c. Medical notes must be dated, signed, and be written on letterhead or prescription paper imprinted with the physician's name and address. Notes are accepted from Physician (GP or medical specialist), Nurse Practitioner, Psychiatrist, Psychologist, Counsellor and Aboriginal Elder. Electronic notes will not be accepted. Medical documentation must be received as soon as reasonably possible.

**Final exams:** Students are expected to write tests and final exams at the scheduled time and place. In emergency circumstances, a student may write a test or final examination before or after the scheduled time if the student would otherwise be unable to complete the program or course. Exceptions due to emergency circumstances, such as unavoidable employment commitments, health problems, or unavoidable family crises, require the approval of the appropriate instructor. **Holidays or scheduled flights are not considered emergencies.** The student may be required to provide verification of the emergency circumstance. See Camosun College (2018) Final Examinations from: <http://camosun.ca/learn/calendar/current/procedures.html#academic>.

## STUDENT RESPONSIBILITY

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Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of

College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

## SUPPORTS AND SERVICES FOR STUDENTS

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Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

Support Service	Website
Academic Advising	<a href="http://camosun.ca/advising">http://camosun.ca/advising</a>
Accessible Learning	<a href="http://camosun.ca/accessible-learning">http://camosun.ca/accessible-learning</a>
Counselling	<a href="http://camosun.ca/counselling">http://camosun.ca/counselling</a>
Career Services	<a href="http://camosun.ca/coop">http://camosun.ca/coop</a>
Financial Aid and Awards	<a href="http://camosun.ca/financialaid">http://camosun.ca/financialaid</a>
Help Centres (Math/English/Science)	<a href="http://camosun.ca/help-centres">http://camosun.ca/help-centres</a>
Indigenous Student Support	<a href="http://camosun.ca/indigenous">http://camosun.ca/indigenous</a>
International Student Support	<a href="http://camosun.ca/international/">http://camosun.ca/international/</a>
Learning Skills	<a href="http://camosun.ca/learningskills">http://camosun.ca/learningskills</a>
Library	<a href="http://camosun.ca/services/library/">http://camosun.ca/services/library/</a>
Office of Student Support	<a href="http://camosun.ca/oss">http://camosun.ca/oss</a>
Ombudsperson	<a href="http://camosun.ca/ombuds">http://camosun.ca/ombuds</a>
Registration	<a href="http://camosun.ca/registration">http://camosun.ca/registration</a>
Technology Support	<a href="http://camosun.ca/its">http://camosun.ca/its</a>
Writing Centre	<a href="http://camosun.ca/writing-centre">http://camosun.ca/writing-centre</a>

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

## COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

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### Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e. physical, depression, learning, etc). If you have a disability, the [Centre for Accessible Learning](#) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course instructors. Please visit the CAL website for contacts and to learn how to get started: <http://camosun.ca/services/accessible-learning/>

### Academic Integrity

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for policy regarding academic expectations and details for addressing and resolving matters of academic misconduct.

### Academic Progress



Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.1.pdf> for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

### Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

### Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

### Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

### Mandatory Attendance for First Class Meeting of Each Course

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable reason in advance, you will be removed from the course and the space offered to the next waitlisted student. For more information, please see the "Attendance" section under "Registration Policies and Procedures" (<http://camosun.ca/learn/calendar/current/procedures.html>) and the Grading Policy at <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf>.

### Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

### Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun's Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student's right to choose what is right for them. For more information see Camosun's Sexualized Violence and Misconduct Policy: <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.9.pdf> and [camosun.ca/sexual-violence](http://camosun.ca/sexual-violence). To contact the Office of Student Support: [oss@camosun.ca](mailto:oss@camosun.ca) or by phone: 250-370-3046 or 250-370-3841.

### Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College's Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College's expectations of academic integrity and student behavioural conduct.

**Changes to this Syllabus:** Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.