



Organizational Behaviour (ORGB) 319

Motivation and Productivity (Revision 8)

Delivery mode: [Individualized study online](#)

Credits: 3

Area of study: Applied Studies (Business and Administrative Studies)

Prerequisites: None. [ORGB 300](#), [ORGB 364](#) or an introductory organizational behaviour course is strongly recommended.

Precluded: ADMN 319 (ORGB 319 may not be taken for credit if credit has already been obtained for ADMN 319.)

Challenge: ORGB 319 has a challenge for credit option.

Faculty: [Faculty of Business](#)

Status: Replaced with new revision, see the [course listing](#) for the current revision

Notes:

Students registering in grouped study mode are advised that there may be some differences in the evaluation and course materials information indicated below. To obtain the most up-to-date information, contact the Faculty of Business Student Support Centre at 1-800-468-6531.



Overview

ORGB 319 introduces you to the concept of performance management, as well as the design and implementation of performance management systems to increase the value of human capital, thus providing a unique competitive advantage for organizations in any industry. The opening lessons of the course address strategic and general considerations of performance management, including the features of an ideal system; the process of performance management; and the links between performance management systems, reward systems, and the organization's strategic plan. The course goes on to address the details of implementing a performance management system, including the technical aspects of assessing performance, appraisal systems, and the steps involved with implementing a performance management system. Next, the course focuses on employee development issues, including the use of 360-degree systems for developmental purposes, and the skills required of supervisors to assess performance and provide constructive feedback. The course concludes with a focus on the relationship between performance, rewards, the law, and team performance.

Outline


- Lesson 1: Performance Management and Reward Systems in Context
- Lesson 2: Performance Management Process
- Lesson 3: Performance Management and Strategic Planning
- Lesson 4: Defining Performance and Choosing a Measurement Approach
- Lesson 5: Measuring Results and Behaviours
- Lesson 6: Gathering Performance Information
- Lesson 7: Implementing a Performance Management System
- Lesson 8: Performance Management and Employee Development
- Lesson 9: Performance Management Skills
- Lesson 10: Reward Systems and Legal Issues
- Lesson 11: Managing Team Performance

Evaluation

To **receive credit**  for ORGB 319, you must achieve a composite course mark of at least **D (50 percent)** , and a mark of at least 50 percent on the final examination. The composite mark is weighted as follows:

Activity	Weight
Assignment 1	20%
Assignment 2	20%
Assignment 3	20%
Final Exam	40%

Activity	Weight
Total	100%

The **final examination** for this course must be taken online with an AU-approved exam invigilator at an approved invigilation centre. It is your responsibility to ensure your chosen invigilation centre can accommodate online exams. For a list of invigilators who can accommodate online exams, visit the [Exam Invigilation Network](#) .

To learn more about assignments and examinations, please refer to Athabasca University's [online Calendar](#) .

Materials

Aguinis, H. (2019). *Performance Management* (4th Ed.). Chicago Business Press. Print Edition ISBN-13: 978-0-9988140-8-7  (Print)

Other Resources

All other learning resources will be available online.

Challenge for credit

Overview

The Challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about [Challenge for credit](#)  can be found in the Undergraduate Calendar.





Evaluation

To **receive credit**  for the ORGB 319 challenge registration, you must achieve a grade of at least **D (50 percent)**  on the examination.



Challenge for credit course registration form

Important links

- › [Academic advising](#) 
- › [Program planning](#) 
- › [Request assistance](#) 
- › [Support services](#) 

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

Opened in Revision 8, June 18, 2020

Updated December 9, 2022, by Student & Academic Services

View [previous revision](#) 
