



**Bow Valley
College**

Course Outline

MGMT1102
Introduction to
Organizations and
Sustainability
Fall 2024 - Current

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MGMT1102 Introduction to Organizations and Sustainability

COURSE DESCRIPTION

Introduction to organizations and sustainability articulates a management approach to integrating economic, ethical, and environmental responsibilities into all aspects of organizations working to benefit society. Learners examine ethics of business and constructs of morally appropriate behavior concerning decision-making and businesses' relationship with the community. Concepts and practical approaches are used to discuss and integrate sustainability criteria with business requirements, including performance management and evolving strategies as business needs change.

REQUISITES	None
EQUIVALENTS	None
CREDITS	3
HOURS	45
ELIGIBLE FOR PLAR	Yes
ZERO TEXTBOOK COST	No

COURSE LEARNING OUTCOMES

Bow Valley College is committed to ensuring our graduates can demonstrate their abilities in key areas that will make them effective citizens and encourage their development as lifelong learners. In addition to the discipline-specific skills that learners acquire in their programs, the College has identified ten learning outcomes.

College-Wide Outcomes:

1. Communication
2. Thinking Skills
3. Numeracy and Financial Literacy
4. Working with Others
5. Digital Literacy
6. Positive Attitudes and Behaviours
7. Continuous Learning
8. Health and Wellness Awareness
9. Citizenship and Intercultural Competence
10. Environmental Sustainability

COURSE LEARNING OUTCOME(S) COLLEGE WIDE OUTCOMES SUPPORTED

1	Describe the integration of business and society with a focus on ethics.	1, 2, 9
2	Assess the dynamic nature of stakeholder influence and apply stakeholder management focused approaches for collaboration.	2, 4, 9
3	Apply contemporary corporate social responsibility concepts and objectives as performance management frameworks.	2, 4, 10
4	Analyze and evaluate criteria used in social auditing within Canadian corporate socially responsible reporting.	2, 9, 10
5	Examine an organizations responsibilities towards the environment and industry reporting initiatives.	2, 9, 10
6	Explain international standards of conduct used to guide and influence the behavior of multinational corporations.	1, 2, 9, 10

COURSE MODULES AND SCHEDULE

**Course schedule subject to change, depending on delivery mode and term of study. For exact dates, please consult the Course Offering Information in Brightspace.*

WEEK/HOURS MODULES

Week 1	The relationship between business and society
Week 2	Ethics of business
Week 3	Ethics and capitalism
Week 4	Shareholder and issues management
Week 5	Corporate social responsibility (CSR)
Week 6	Responsible ownership and governance
Week 7	Managing ethics in organizations
Week 8	Managing employees
Week 9	Reading week
Week 10	Measuring, reporting and communicating
Week 11	Value chain stakeholders
Week 12	Civil society stakeholders
Week 13	The environment and business responsibilities
Week 14	Globalization and global stakeholders
Week 15	Final case analysis

ASSESSMENT

COURSE

LEARNING ASSESSMENT

WEIGHT

OUTCOME(S)

1, 2, 3, 4, 5, 6	Assignments (Minimum of 5)	75%
1, 2, 3, 4, 5, 6	Quizzes (Minimum of 2)	25%

Important: For details on each assignment and exam, please see the Course Offering Information.

PERFORMANCE STANDARDS

A minimum grade of D is required to pass this course. However, a program may require a higher grade in this course to progress in the program or to meet specific program completion requirements.

Important: For details on each assignment and exam, please see your Course Offering Information. A minimum grade of D is required to pass this course. However, your program may require a higher grade in this course for you to progress in the program or to meet your specific program completion

requirements. Please consult with your program area or contact your program chair for further details. A minimum Grade Point Average of 2.0 is required for graduation.

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GRADING SCHEME

Grade	Percentage	Grade Point	Description
A+	95-100	4.0	Exceptional: superior knowledge of subject matter
A	90-94	4.0	Excellent: outstanding knowledge of subject matter
A-	85-89	3.67	
B+	80-84	3.33	
B	75-79	3.0	Very Good: knowledge of subject matter generally mastered
B-	70-74	2.67	

C+	67-69	2.33	
C	64-66	2.0	Satisfactory/Acceptable: knowledge of subject matter adequately mastered
C-	60-63	1.67	
D+	57-59	1.33	
D	50-56	1.0	Minimal Pass
F	Less than 50	0.0	Fail: an unsatisfactory performance

REQUIRED LEARNING RESOURCES

Sexty, R. W., Kusyk, S., & Price, S. (2024). *Business ethics in Canada: Responsibility, equity and sustainability* (6th ed.). McGraw Hill.

1. Print Textbook with Connect ISBN: 9781265849368
2. Connect Online Access ISBN: 9781265818647

Additional learning resources may be found in the Course Offering Information or in Brightspace.

ADDITIONAL INFORMATION

Learner Conduct:

Learners assume full responsibility for their content and for the integrity of the academic work they submit.

The guiding principle of learner code of conduct is to ensure a “safe, comfortable, consistent, and equitable” environment for all College community members. Learners “must not engage in conduct that limits the reasonable freedom of other persons”, are harassing or discriminatory, inhibit College operations, are “violent or threatening”, or that “a reasonable person would see as inappropriate”.

The guiding principle of academic integrity shall be that a learner's submitted work, examinations, reports,

and projects must be their own work. ***Learners submitting non-original work will receive an automatic zero on the assignment or exam. Further offences will result in a failing grade in the course and either suspension or expulsion from the department.***

Additional information may be found in the Course Offering Information or in Brightspace.

ACADEMIC ACCOMMODATIONS

Learners with a disability (learning, physical, and/or mental health) may qualify for academic and exam accommodations. For more information, or to apply for accommodations, learners should make an appointment with Accessibility Services in the Learner Success Services (LSS) Department. Accessibility Services can also assist learners who may be struggling with learning but do not have a formal diagnosis. To make an appointment visit LSS on the first floor of the south campus or call 403-410-1440. It is the learner's responsibility to contact Accessibility Services and request academic accommodations. For more information, please visit our website at <http://www.bowvalleycollege.ca/accessibility>.

INSTITUTIONAL POLICIES

Bow Valley College is committed to the highest standards of academic integrity and honesty. Learners are urged to become familiar with and uphold the following policies: Academic Integrity (500-1-7), Learner Code of Conduct, Procedures and Guidelines (500-1-1), Learner Appeals (500-1-12), Attendance (500-1-10), Grading (500-1-6), Academic Continuance and Graduation (500-1-5), and Electronic Communications (300-2-13). Audio or video recording of lectures, labs, seminars, or any other teaching and learning environment by learners is allowed only with consent of the instructor as part of an approved accommodation plan. Recorded material is to be used solely for personal study and is not being used or distributed without prior written consent from the instructor.

Turnitin:

Students may be required to submit their course work to Turnitin, a third-party service provider engaged by BVC. Turnitin identifies plagiarism by checking databases of electronic books and articles, archived webpages, and previously submitted student papers. Students acknowledge that any course work or essays submitted to Turnitin will be included as source documents in the Turnitin.com reference database, where it will be used solely to detect plagiarism. The terms that apply to a student's use of Turnitin are described on Turnitin.com.

Online Exam Proctoring:

Examinations for this course may require proctoring through an online proctoring service. Online proctoring enables online exam taking within a controlled and monitored environment, thereby enhancing academic integrity. Online proctoring may occur through a variety of methods, including but not limited to:

- a. live online proctoring where a remote invigilator authenticates identity and observes completion of an exam using specialized software and recordings;
- b. automated proctoring where the exam session is recorded and AI (artificial intelligence) analyzed;
- c. browser lockdown that limits access to other applications, websites, copying, printing, screen capture and other functions; or
- d. a combination of both live/automated proctoring and browser lockdown.

Course instructors will review recordings, analyses, and data obtained through online proctoring for academic integrity infractions. It is the student's responsibility to meet the technical, software, location, and identity verification requirements necessary to enable online proctoring.

Further details of these policies are available in the Academic Calendar and on the Bow Valley College website, bowvalleycollege.ca.

Learners are encouraged to keep a copy of this course outline for future reference.

Collection of Personal Information:

This course, including your image and voice, may be recorded and made available to you and other students taking the course section. By attending the class(es) online or in person, you consent to the collection of your personal information. If you do not wish to be recorded, please contact your instructor before starting the course/class to discuss alternative arrangements.

You may use the recordings only for educational purposes and you must not copy, share, or use the recordings for any other purpose without the instructor's express permission.

Your personal information is collected in accordance with section 33(c) of the Freedom of Information and Protection of Privacy Act (Alberta) to deliver academic programming, support learner flexibility, promote universal design for learning principles, and for purposes consistent with the course activities and outcomes. If you have any questions about the collection, disclosure, use, or protection of this information, please contact the College's Access and Privacy Officer at foip@bowvalleycollege.ca.