

COURSE CODE: BUAD 123**COURSE TITLE:** Management Principles

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 (*also offered by Distance Education*).

Prerequisite(s): None**Co-requisite(s):** None**Prerequisite For:** BUAD 209, 262, 269, 272, 279, 293, 298, 330, 390, TOUR 200, 200A, 209, 245, 250**Substitutable Courses:** None**Graduation Requirement:** BBA & Diploma - Required**Transfer Credit:** PMAC**Special Notes:** None**Credits:** 3**Hours per Week:** 3**Originally Developed:** 1976**EDCO Approval:** April 2003

CHAIR'S APPROVAL:

Learning Outcomes

Outcome	Upon completion of this course students will be able to:
1	Explain key management concepts.
2	Discuss the relationships among the management disciplines of Planning, Organizing, Leading and Controlling.
3	Identify methods of feedforward, concurrent and feedback control.
4	Identify the various theories and models of leadership and the bases of power.
5	Define organizational structure and common forms of departmentalization.
6	Describe the skills necessary for a career in management.
7	Demonstrate an ability to work collaboratively in teams.

Course Objectives

Objectives This course will cover the following content:
See weekly course schedule below

Professors

Name	Phone Extension	Office	E-mail
Rishi Bhardwaj	4988	E219	rbhardwaj@okanagan.bc.ca
Sukhmanik Dhir	6794	E218	mdhir@okanagan.bc.ca

Evaluation Procedure

Individual Term Work & Assignments	20 %
Group Work & Assignments:	20 %
• <i>Individual = 10%</i>	
• <i>Group = 10%</i>	
Exams	60 %
• <i>Mid-Term exam = 25%</i>	
• <i>Final exam = 35%</i>	
Total	100 %

What is the acceptable and approved use of Artificial Intelligence (AI) in this course?

Generative AI tools are not permitted unless explicitly stated otherwise.

- The use of generative artificial intelligence tools is strictly prohibited in all course assignments unless explicitly stated otherwise by the instructor in this course. This includes ChatGPT and other artificial intelligence tools and programs. Whenever generative AI tools are permitted and used, they must be appropriately cited. (See [How to cite ChatGPT \(apa.org\)](#))

Required Materials

Principles of Management (BCcampus/OpenStax) This is a FREE textbook. This book has been modified and edited by the professors of this course and will be posted in PDF on Moodle. Students may download it as many times and to as many devices/places as they wish.

Regular review of business-related content from a variety of print, broadcast, and online media can serve as a useful complement to topics covered in this course.

Management Simulation (Praxar) www.praxar.com/. The registration fee is approximately \$40. The use of the management simulation in the course will be determined by the professor.

Notes

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.

Individual assignments

Term work may include quizzes, written assignments, presentations, and in-class participation activities. Your professor will explain this component of your grade during the first week of classes.

Group related assignments

Group related assignments may include case studies, simulations, written assignments, presentations, and in-class participation activities. Your professor will explain this component of your grade during the first week of classes.

Exams

The midterm (25%) and final (35%) exams will be based on both the text and topics covered in class and may include multiple choice questions, true-or-false-and-why questions, and short- and long-answer questions. The final exam will be cumulative but will mostly focus on material covered after the mid-term.

Course Schedule

(Subject to change at the discretion of the professor)

Date		Topic	Textbook
2026 Week of:		Mon, Jan 5 - Classes begin Fri, Jan 16 - Last day to register for a course and to receive a refund for course drop Mon, Feb 16 - Statutory Holiday (no classes) Tue, Feb 17 - Fri, Feb 20 - Mid-semester study break (no classes) Fri, Mar 6 - Last day to withdraw from a course without academic penalty Fri, Apr 3 & Mon, Apr 6 - Statutory Holiday (no classes) Fri, Apr 10 - Last day of regularly scheduled classes Mon, Apr 13 - Wed, Apr 22 - Final exam period – see policy.	Chapter(s):
Jan.	5	Course Introduction/ Introduction to Management	Ch. 1
	12	Managerial Decision Making	Ch. 2
	19	Strategic Process and Planning	Ch. 3
	26	Strategic Analysis	Ch. 4
Feb.	2	Ethics and Corporate Social Responsibility	Ch. 5
	9	Human Resource Management	Ch. 6
	16	<i>Reading Week (no classes)</i>	
	23	Mid-Term Exam	
Mar	2	Organizational Structure	Ch. 7
	9	Teamwork	Ch. 8
	16	Motivation	Ch. 9
	23	Leadership	Ch. 10
	30	Control	Ch. 11
Apr.	6	Group Work / Course Review	
		Final Exam Period – April 15-29	

Skills Across the Business Curriculum

The 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

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.

Academic Honesty: Students have a responsibility to read the [OC Academic Integrity Policy](#).

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 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 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, 6th edition (2009)). A copy of the APA manual is available in the reference section and 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 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.