

Certificate in Occupational Health, Safety & Environmental Systems (OHS 105) Organizational Development & Behaviour

Course Description

This course introduces the basic concepts of management and organizational behaviour in the context of using those concepts for the strategic development of occupational health, safety, and environmental processes within an organization.

Learning Objectives

Students who complete this course will learn:

- To identify how organizational behaviour relates to the concept of safety culture
- How to define management systems
- To identify international best practice standards for management systems
- To identify the differences between process and behaviour management
- To describe the fundamental elements of safety management systems
- To identify the design and function of different organizational types
- To identify the core elements of the management process
- To define the concept of strategy in a business context, focussing on strategic alignment
- To identify the role monitoring and measuring plays in strategic alignment as well as tactic implementation
- To describe the role that recognition and rewards play in performance and strategic alignment
- How the concepts of strategy, tactics, and metrics interact together, specifically how leading performance indicators apply to safety management
- To identify the concepts of leadership and followership and explore the leader-follower relationship
- To describe the basics of motivation, including needs theory and equity theory
- To identify the responsibilities organizations have to the outside world and how different organizations approach these responsibilities
- To identify how organizations can pragmatically gauge safety culture and enact positive change toward their safety

Grade Scheme: Letter Grade

Minimum Pass: 60%

Deliverables:

- Discussion Postings
- Written/Research Assignments
- Quizzes
- Final Exams

*Please note that this document is for marketing purposes and that the details of the course including grading and objectives may change or vary.

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	90-100%
A	4.0	85-89%
A-	3.7	80-84%
B+	3.3	77-79%
B	3.0	73-76%
B-	2.7	70-72%
C+	2.3	65-69%
C	2.0	60-64%
C-	1.7	55-59%
D	1.3	50-54%
F	0.0	0-49%