

**Department of Agricultural Administration  
University of Agriculture  
Lecture outline for AAD 506**

**1. COURSE NAME & CREDIT LOAD**

**COURSE CODE: AAD 506 Organisation Development , Team building and Conflict Resolution**

**COURSE TITLE:**

**NUMBER OF CREDITS: 2 Credits/Compulsory**

**COURSE DURATION: Two hours per week for 15 weeks (30 hours)**

**Course developed by: Dr Bolarinwa Kolade Kamilu.**

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**Office Location:** – Department of Agricultural Administration

**Consultation Hours:** 2.00-4.00p.m. Monday toThursday.

**2. COURSE DETAILS:**

**2.1: Organisation Development , Team building and Conflict Resolution**

The course covers specific concept of organisation, team building within an organisation and conflict management in an organisation.

**2.2 Course Content:**

Concept and types of organization; Meaning of Team building, stages in team building, The need for team building, group decision making, Concept of conflict; Conflict and Competition; Levels of Conflict.Principles of conflicts, Types of organization conflicts, Causes of organization conflicts, Conflict process, Function and dysfunctional aspects of conflicts, Organisational capacity to deal with conflict, Usefulness of Conflict in an organisation, Methods of handling organization conflict.

**2.3 Course Justification:**

As future Agricultural Administrators, students should understand the concepts of organisation, essence of team building and conflict management in an organisation.

**2.4 Course Objectives:**

The general objective of the course is to enable students acquire knowledge and skill in managing conflict, team building within an organisation, concept and agricultural organisation structure that are foundation for carrying out administrative tasks in different organisations and building a functioning agricultural organisational structure.

At the end of the course students will be able to:

- Understand what organization is and types of organization ;
- describe the purpose of team building in an organisation

- describe the concept of conflict;
- distinguish between conflict and competition
- Identify different level of conflict ;
- explain principles of conflicts,
- describe types of organization conflicts and identify Causes of organization conflicts,
- explain conflict process, function and dysfunctional aspects of conflicts
- understand methods of handling organization conflict..

### **2.5 Course Requirements:**

Students are expected to participate in all the course activities and have a minimum of 75% attendance to qualify for writing the final examination. Students will be required to submit a report of web research and write term paper on any of the topics treated in this course. This will account for part of the continuous assessment. Students will be expected to treat all study questions and submit assignments fortnightly for grading. All class assignments should be word processed.

### **2.6 Methods of Grading:**

#### **NO ITEM SCORE**

1. Class Assignment 5
2. Class Participation 5
3. Class Test 15
4. Internet Contribution 5
5. Comprehensive Final Examination 70

**Total 100**

### **2.7 Course Delivery Strategies:**

The course objectives will be achieved by the traditional face to face weekly lecture on designed topics, theoretical materials (lecture notes) provided during lectures, seminars, and group exercises. The course delivery strategies will be supported through tutorials and study review at the end of the semester. Students will be encouraged and required to read around the topics and visit agricultural organisation. Groups will be created to enhance web discussion of the course and students will be required to have an e-mailaccount.

### **3.0 LECTURE CONTENT**

**Week1:** Concept and types of organization;

**Objective:** Students will be able to discuss what organisation is, describe organisation structure ,and types of organisation

#### **Description:**

A general overview of the course will be introduced to students. The need for the study of organisational structure and types will be examined.

Also, definitions and the the scope of organisational structure will be discussed. The distinguishing features of agricultural organisation will be explained.

#### **Study Questions:**

1. What is organisation?
- 2 Identify and discuss the significant of organisations
- 3 List various features of formal and informal organisation

. Describe differences between formal and informal organisation.

**Reading List:**

1. Gbadamosi G, and Adebakin M.A 1997. *Organisation behaviour: A Basic Introduction*. Mukugamu Management Company
2. Ogunbameru B.O. 2001: *Practical Agricultural Administration*, Kuntel Publishing House

**Week 2: Meaning of Team building, the need for team building, group decision making**

**Objective:** Students will be able to explain meaning and purpose of team building in an organisation.

**Description:**

**1st Hour:** Meaning and purpose of team building will be explained and how they benefit individual and the organisation.

**2nd Hour:** The need for team building, group decision making will be examined

**Study Questions:**

1. What is team building?
2. Why team building necessary in an organisation?
- 3 Explain group decision making and its impact on the organisation

**Assignment:** Write short notes on the following

Organisation, Informal and formal organisation, and team building

**Reading List**

1. Gbadamosi G, and Adebakin M.A 1997. *Organisation behaviour: A Basic Introduction*. Mukugamu Management Company
2. Ogunbameru B.O. 2001: *Practical Agricultural Administration*, Kuntel Publishing House

Williams S.K.T, Fenley J.M and Williams C .E.1984. *A manual for Agricultural Extension Workers in Nigeria*. Les Shyraden, Ibadan, Nigeria.

**Week 3: Group Decision making in an agricultural organisation**

**Objective:** Students will have the knowledge of types and how to make profitable decision within an organisation.

**Description:**

Various types of making decision in an organisation will be discussed. The benefits and limitation of each decision making, will also be explained. Steps to be taken in making profitable decision for the organisation will be thought.

**Study Questions:**

1. List the various types of decision making in an organisation.
2. When and why will you recommend any of the decision making to your organisation?.

**Reading List:**

1. Williams S.K.T, Fenley J.M and Williams C .E.1984. *A manual for Agricultural Extension Workers in Nigeria*. Les Shyraden, Ibadan, Nigeria.

2 Ogunbameru B.O. 2001: Practical Agricultural Administration, Kuntel Publishing House..

Burton E., Swanson R. P and Andrew J.S 1998. Improving agricultural extension. A reference manual. *FAO Corporate Documentary Repository*

#### **Week 4: Concept of conflict and its implication on agricultural organisation activities**

**Objective:** Students will have a clear understanding of what conflict is and its implication on agricultural organisation activities

**.Description:**

Different definitions of conflict from literatures will be discussed while its implication on the organisation will be generated from the student using student/lecturer participatory approach.

**Study Questions:**

1. What is conflict?
2. What are the impact of conflict on the organisational structure and performance?

**Assignment:**

1. Investigate types of conflict within an agricultural organisation. A term paper to be submitted

**Reading List:**

1. Williams S.K.T, Fenley J.M and Williams C .E.1984. *A manual for Agricultural Extension Workers in Nigeria*. Les Shyraden, Ibadan, Nigeria.
2. Burton E., Swanson R. P and Andrew J.S 1998. Improving agricultural extension. A reference manual. *FAO Corporate Documentary Repository*

#### **Week 5:Conflict and Competition**

The different between concept conflict and competition will be elucidated. Industrial conflict, informal and formal industrial conflict will be discussed. Types of strike will be identified within an organisation

**Study Questions:**

1. Distinguish between conflict and competition
2. What is industrial conflict?
3. List types of strike

#### **Week 6: Levels and Principle of Conflict .**

**Objective:** Students will be able to understand six different levels of conflict within an organisation and principle of conflict

**Description:**

**1st Hour:** Six different level of conflict within an organisation will be explained and effect on the organisation activities.

**2nd Hour:** Discussion on the principles of conflict within an organisation.

**Study Questions:**

1. Mention different levels of conflict within an organisation
2. What are the principle of conflict that administrator need to consideration in his organisation?

**Reading List:**

1. Unugbro A.O 2007 *Management theory and practice*. Mindex Press Limited 237-247.
2. Akinsorotan A.O. 2007. *Elements of Agricultural Extension Administration*. Bounty Press Limited.51-101
- Yakubu J.A .2000. *Conflict Management Techniques and Alternative Strategies to conflict Resolution*. Demyaxs Nigeria. Oshogbo. 6-99

**Week 7: Types of organisation conflict and causes of organisation conflict**

**Objective:** - Students will be able to understand types and causes conflict in agricultural organisation.

**Description:**

Different types of organisational conflict will be discussed and causes of the conflict will be explained to student

Students will be giving opportunity to investigate types and causes of conflict in an organisation of choice.

**Study Questions:**

1. Mention types of organisation conflicts
2. Identify causes of conflict in an organisation

**Assignment:**

Investigate causes of conflict in organisation section , unit or department.

**Reading List:**

1. Unugbro A.O 2007 *Management theory and practice*. Mindex Press Limited 237-247.
2. Akinsorotan A.O. 2007. *Elements of Agricultural Extension Administration*. Bounty Press Limited.51-101
- Yakubu J.A .2000. *Conflict Management Techniques and Alternative Strategies to conflict Resolution*. Demyaxs Nigeria. Oshogbo. 6-99

**Weeks 8 & 9: Conflict process, function, and dysfunction aspect of conflict.**

**Organisation capacity to manage conflict.**

**Objective:** Student will be able to understand 5 stages of conflict process.

Differentiate between functional and dysfunctional conflicts. Determine organisation capacity to manage conflicts

**Description:**

Two weeks will be devoted to these topics so that student will be able to have indepth knowledge of the most important aspect of the organisation.

Organisation capacity to manage conflict will be explained. Students will be given the opportunity to share their experiences with organisation they have worked with or they are working with.

**Study Questions:**

1. Identify and discuss with example conflict process

Organisation conflicts can be handled in various ways Yes or No . Discuss various ways of handling organisational conflict

**Assignment :**

Write a case study of not more than 2 pages the organisation capacity to manage conflict of your choice.

**Reading List:**

- 1.Unugbro A.O 2007 *Management theory and practice*. Mindex Press Limited 237-247.
2. Akinsorotan A.O. 2007. *Elements of Agricultural Extension Administration*. Bounty Press Limited.51-101
- Yakubu J.A .2000. *Conflict Management Techniques and Alternative Strategies to conflict Resolution*. Demyaxs Nigeria. Oshogbo. 6-99

**Weeks 10 &11: Usefulness of conflict in organisation**

**Objective:** Students will be able to plan, design and conduct mini research on the topic.

**Description:**

Lecturer will describe and lead the student to identify usefulness of conflict to the organisation. Students will be formed into a group each group will conduct a mini research on usefulness of conflict to an organisation that will be presented in the class

**Study Questions:**

- 1.Mention some of the usefulness of conflict to an organisation.
2. Develop a checklist of activities in conducting mini research

**Reading Lists:**

- 1.Unugbro A.O 2007 *Management theory and practice*. Mindex Press Limited 237-247.
2. Akinsorotan A.O. 2007. *Elements of Agricultural Extension Administration*. Bounty Press Limited.51-101
- Yakubu J.A .2000. *Conflict Management Techniques and Alternative Strategies to conflict Resolution*. Demyaxs Nigeria. Oshogbo. 6-99

**Week 12: Class Test.**

**Objective:** Students will be tested on what has been taught in the course for the past 11 weeks .

**Week 13:Methods of handling organisation conflict**

**Objective:** Students will be able to understand and suggest various ways of handling organisation conflict.

**Description:**

**1st Hour:** The lecturer will discuss methods of handling organisation conflict..

**2nd Hour:**Method of handling individual and organisation as a whole will be discussed. When and how to apply these method will be discussed

**Study Questions:**

1. What are strategies you will adopt in resolving conflict in your organisation?
2. Sometimes most managers can effectively resolve organisational conflict by changing the organisation structure by grouping people and task. Do you agree with the above statement? Defend your stand.

**Reading List:**

11. Unugbro A.O. 2007 *Management theory and practice*. Mindex Press Limited 237-247.
2. Akinsorotan A.O. 2007. *Elements of Agricultural Extension Administration*. Bounty Press Limited. 51-101
- Yakubu J.A. 2000. *Conflict Management Techniques and Alternative Strategies to conflict Resolution*. Demyaxs Nigeria. Oshogbo. 6-99

**Week 14: Reviwed test and assignments.**

**Objective:** Answer to test and assignment will be discussed in order to expose the student to the correct answers

**Description:**

The test and assignments will be discussed with specific examples.

**Study Questions:**

1. Test and assignment questions..

**Week 15: Revision Exercise.**

**Objective:** Students will revise all topics taught during the semester.

**Description:** All topics dealt with in this course will be reviewed.. Students will discuss what they have learnt from the course. Students will be allowed to ask questions on specific topics that are not clear to them.

**Key for the Reading List:**

- 1 Available in the University Library
- 2 Available in Bookshops
- 3 Available on the internet.
- 4 Personal collections
- 5 Departmental Library