



## MASTER COURSE OUTLINE

Prepared By: Tammy Napiontek

Date: April 2021

### COURSE TITLE

Organizational Behavior

### GENERAL COURSE INFORMATION

Dept.: SOC

Course Num: 320

(Formerly: )

CIP Code: 52.0201

Intent Code: 11

Program Code: 50B

Credits: 5

Total Contact Hrs Per Qtr.: 55

Lecture Hrs: 55

Lab Hrs:

Other Hrs:

Distribution Designation: SS

### COURSE DESCRIPTION (as it will appear in the catalog)

Exploring current theory and research of organizational behavior, this course covers managing relationships within an organization. Students will study the concepts of corporate culture, organizational structure, environmental influences, decision making, group behavior, and organizational politics.

### PREREQUISITES

Admission into the Bachelor of Applied Science-Applied Management (BAS-AM) program.

### TEXTBOOK GUIDELINES

Current edition of *Organizational Behavior: Managing People and Organizations* by Griffin, Phillips, and Gully; *The Culture Code: The Secrets of Highly Successful Groups* by Daniel Coyle; OR another textbook or readings with departmental approval.

### COURSE LEARNING OUTCOMES

*Upon successful completion of the course, students should be able to demonstrate the following knowledge or skills:*

- Describe the fundamental principles and conceptual frameworks of organizational behavior, to include individual, group, and manager/supervisor behavior.
- Analyze how organizations and the people within them work.
- Apply organizational behavior concepts to real-world problems faced by managers.
- Explain current organizational behavior research and evaluate the benefits and challenges at the individual, team, and organizational levels.
- Explain how organizational change and culture affect working relationships within organizations
- Identify and apply leadership skills to diagnose problems, communicate clearly, make effective decisions, motivate and influence others, manage diversity, and drive organizational change.
- Create a personal management development plan after self-analysis of values, perceptions, and behaviors with respect to how individuals, groups, and organizations act.

## **INSTITUTIONAL OUTCOMES**

IO3 *Human Relations/Workplace Skills*: Demonstrate effective leadership, critical thinking, teamwork, and technical and information literacy competencies needed to make business-critical decisions to resolve interpersonal and organizational challenges that most often occur in the modern workplace.

## **COURSE CONTENT OUTLINE**

Module 1: Introduction to Organizational Behavior

- Overview of Org Behavior
- Changing Environment

Module 2: Individual Behaviors and Processes in Organizations

- Individual differences, values, perceptions, and reactions
- Motivating behavior with work and rewards

Module 3: Social and Group Processes in Organizations

- Groups and Teams
- Decision Making and Problem Solving
- Communication
- Managing Conflict and Negotiating

Module 4: Leadership and Influence Processes in Organizations

- Leadership Approaches
- Power, Influence and Politics

Module 5: Organizational Processes and Characteristics

- Organizational Structure and Design
- Organizational Culture
- Organizational Change and Change Management

## **DEPARTMENTAL GUIDELINES**

The class syllabus must contain all elements as described in the Syllabus Checklist. A class schedule must be provided to students that contains content covered (text chapters, topics, etc.) and tentative test dates (to include final date/time).

Assessment needed for PO4: Apply and analyze multicultural strategies to facilitate respectful and equitable inclusion of diverse individuals and perspectives to achieve organizational goals.

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**DIVISION CHAIR APPROVAL**

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**DATE**