

Date: March 2006

I. Course Name: Organizational Behavior
Course Prefix and Number: BUS 124/PSY 124
Credit Hours and Contact Hours: 3 credit hours - 3 contact hours
Catalog Description:

Organizational Behavior is an introductory business course that will provide information to the student about individuals, groups, organizational structure, and function. Topics to be studied include: Interpersonal Communications, Decision Making, Human Perception, Dynamics of Groups, Human Needs and Motivation, Concept of Organization, Leadership, Moral and the Quality of Work Life with attention to ethical consideration. (Also listed as PSY 124).

II. Course Outcomes and Objectives

Learning Outcomes:

- Understanding the importance of interpersonal communications in organizations
- Understanding how the decision making process is carried out in organizations
- What a group is and how the dynamics of groups influence their effectiveness
- Understanding how group procedures facilitate goal accomplishment
- The hindering and helping factors of power on a group
- Individual differences and their importance in understanding behavior
- Ethical behavior and the different factors that affect it
- Quality of Work Life and the factors that affect it
- Motivation and how the different theories relate to one another
- Strategies of reinforcement and punishment
- Leadership and the different factors that affect it
- Conflict resolution

Relationship to Academic programs and curriculum:

This course is dual listed as BUS/PSY. In the business degree it can be a required class or a business elective depending on the student's background. It may transfer to a four-year college as a business or psychology elective.

College competencies addressed by the course:

- Writing
- Oral Communication
- Reading
- Problem Solving
- Ethics/Values
- Professional Competency

III. Methods of Instruction

Types of Course materials:

Textbook

Also varied casebooks and varied current periodicals may be used.

Methods of instruction:

The following methods of instruction may be used in this course:

- Experiential learning with a strong emphasis on group decision making and team building.
- Class discussions
- Videos may be used
- Required textbook readings and written assignments
- Case Studies

Assessment measures:

- assigned readings
- written homework assignments
- supplementary readings from newspapers and periodicals
- case studies
- group discussions and group work
- library research

Methods of Evaluation:

Students may be evaluated on the following basis:

- tests and quizzes
- written papers, projects or presentations
- homework, attendance, class participation, group participation, field trip participation

IV. General Outline of Topics covered

The following represents required topics to be covered:

- Organizational Behavior and Management
- Managing Global and Workforce Diversity
- Foundations of Individual Behavior
- Motivation in Organizations
- Job Design and Work Structures
- Goal Setting, Performance Management, and Rewards
- Communication in Organizations
- Group Dynamics
- Using Teams in Organizations
- Leadership Models and Concepts
- Leadership and Influence Processes
- Decision Making and Negotiation
- Organization Design
- Organization Culture
- Organization Change and Development