

STANDARDIZED COURSE OUTLINE

SECTION I

SUBJECT AREA AND COURSE NUMBER: BMG 210

COURSE TITLE: Organizational Behavior

COURSE CATALOG DESCRIPTION: This course examines concepts and theories that help the manager understand, motivate, and supervise people in the workplace. Since organizational behavior is viewed as the result of the interaction of individuals, groups, and the organization itself, the employee response to management actions is emphasized. Formerly listed as MGMT 211, not open to students who have successfully completed MGMT 211.

LECTURE HOURS PER WEEK: 3

CREDIT HOURS: 3

LAB HOURS PER WEEK (if applicable):

PREREQUISITE(S): BMG 202 and PSY111 or permission from the instructor

SECTION II

This course fulfills a Designated Competency in the area of Social Phenomena Knowledge/Understanding (SP), and an Embedded Core Competency in Continuing Learning /Information Literacy (CL).

A. SCOPE: This course is concerned with improving the student's skills as a manager and team member to deal with the increasing rate of change in organizations. The diversity of workforces and markets, domestically and globally, challenges the skills and creativity of modern workers. This course will help the student become a more sophisticated, flexible problem solver, team member, and leader in the contemporary workplace.

B. REQUIRED WORK: Students shall complete all assigned readings, projects and other work as determined by the instructor.

C. ATTENDANCE AND PARTICIPATION: Students are expected to attend each class, arrive on time, take exams as scheduled, participate in class activities and display appropriate behavior. (Specific instructor policies are to be included in the course syllabus.)

D. METHODS OF INSTRUCTION: The methods of instruction are determined by each instructor and may include but are not limited to lecture, discussion, in-class activities, collaborative learning team projects, experimental/exploration, students presentations, or use of technologies such as audio-visual materials, computer, language laboratory, library and/ or internet research for papers and projects, guest speakers, and field trips.

E. OBJECTIVES, OUTCOMES, AND ASSESSMENT: The following objectives and outcomes represent the department's core requirements for student achievement:

LEARNING OBJECTIVES	LEARNING OUTCOMES	ASSESSMENT METHODS
To demonstrate an understanding of:	Students will:	As measured by:
A The impact of personality, attitudes, values, stress, motivation, leadership, and job design on job performance and organizational commitment.	1. Summarize specific theories related to job performance and organizational commitment. (SP 2)	Written quizzes/examinations; demonstrations; case studies; role-plays; participation in class discussions; self-assessments; homework assignments.
B. Effective team work behaviors	1. Demonstrate and critically evaluate effective and productive teamwork behaviors. 2. Explain the rationale as to why organizational behavior can be viewed as a "science", based on research, settings and methods of critically analyzing outcomes in a team setting. (SP 2) (CL2) 3. Clearly communicate opinions, findings, and supporting logic, both orally and in writing, to a variety of audiences using current presentation technology. (CL 1)	Team research projects; team presentations using technology; papers evaluating the team experience and an analysis of team strategies.
C. Internal and External Environments	1. Evaluate the political, economic, legal, and socio-cultural influences upon an organization using a SWOT analysis. (CL 4) 2. Explain the nature and impact of global management on organizations, individuals and groups. (SP 1)	Written quizzes/examinations; global paper; demonstrations; case studies; role-plays; participation in class discussions; self-assessments; homework assignments.
D. Organizational behavior concepts and theories related to real world situations	1. Identify and apply individual, group, and organizational concepts and theories present in real business world examples. (SP 5) 2. Explain the central role managers play in the effective management of diversity. (SP 4) 3. Explain how managers create ethical organizational cultures to deal with different publics. (SP 3)	Written quizzes/examinations; opinion papers; demonstrations; case studies; role-plays; participation in class discussions; self-assessments; homework assignments.
E. Alternative approaches to organizational structures.	1. Correctly use organizational behavior concepts and	Written in-class quizzes, examinations; opinion papers;

	terminology, using organizational behavior models to compare and apply alternatives to organizational structures.	demonstrations; case studies; role-plays; participation in class discussions; homework assignments
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Core Competency Assessment Artifact(s)

An assignment from this course that addresses all the competencies noted above may be collected to assess student learning across the school.

F. TEXT(S) AND MATERIALS: College level introductory textbook related to organizational concepts, theories and research related to job performance and organizational commitment in the workplace; supplementary reading, study guides, and publisher’s website.

Suggested: Organizational Behavior, Essentials for Improving Performance and Commitment in the Workplace. Colquitt, J.A., Wesson, M.J., McGraw-Hill.

G. INFORMATION TECHNOLOGY: Conduct research using the Internet, use of business databases, use of PowerPoint or as determined by the instructor and described in the course syllabus.