

Prepared by the Department of Business

Date of Departmental Approval: February 13, 2017

Date Approved by Curriculum and Programs: March 1, 2017

Effective: Fall 2017

1. **Course Number:** BUS112
Course Title: Organizational Behavior

2. **Course Description**

Students acquire the skills required to successfully evaluate their behavior in organizational settings. Students analyze how each person within an organization effects an organization and how an organization effects each person. Group/team dynamics are explored in order to see their effect on group and individual performance. Issues that impact the success of an organization are studied. Tools appropriate for accomplishing dynamic change, breaking communication barriers, resolving conflicts, improving leadership skills, and inspiring motivation and collaboration are explored.

3. **Student Learning Outcomes (Instructional Objectives, Intellectual skills)**

Upon successful completion of this course, the student is able to:

- Examine an employee's job performance behaviors, to determine how the employee will contribute to organizational goal accomplishment
- Investigate individual organizational commitment to determine how affective, continuance, and normative commitment positively or negatively effects engagement in more interpersonal and organizational behaviors
- Appraise how workplace trends influence organizational commitment
- Evaluate the impact that the employees' personal job satisfaction has on their job performance, organizational commitment, and life satisfaction
- Articulate the individual level of work and/or non-work challenge and hindrance stressors in order to be able to utilize the appropriate suggested coping mechanisms
- Prioritize individual motivational needs in order to assess how expectations, goals and perceptions of equity impact types of empowerment
- Illustrate levels of trust, justice and ethical decision making, while linking them to an organization's emphasis on corporate social responsibility.
- Analyze and compare how tacit and explicit knowledge result in different learning and organizational decision making
- Map personality traits using the "Big Five" indicators (extraversion, agreeableness, openness, conscientiousness and neuroticism), to an organization's cultural personality to determine fit.
- Work in teams to accomplish assigned tasks
- Reflect on team processes used to pursue team goals and accomplish team tasks.
- Develop leadership skills directing activities toward goal achievement, conflict resolution, bargaining, and cultivating high-quality relationships while working within a group setting.

4. **Credits:** 3 credits

5. **Satisfies General Education Requirement:** No

6. **Prerequisites:** ENL108 (Critical Reading & Thinking) or satisfactory basic skills assessment score

7. **Semesters Offered:** Varies

8. **Suggested Guidelines for Evaluation:**

OB assessments, individual and group case studies, homework, quizzes, midterm and final

9. **General Topical Outline of the Course: (Optional)**