Course Syllabus

Department: Business
Date: December 5, 2012

I. Course Prefix and Number: BUS 124/PSY 124

Course Name: Organizational Behavior

Credit Hours and Contact Hours: 3 credit hours 3 contact hours

Catalog Description including pre- and co-requisites: supporting data required for grade prerequisite of ‘C’ or higher.

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).

Relationship to Academic Programs and Curriculum including SUNY Gen Ed designation if applicable:

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.

II. Course Student Learning Outcomes:

Upon completion of this course of this course, the student will be able to

- Identify and describe the importance of interpersonal communications in organizations
- Recognize how the decision making process is carried out in organizations
- Identify what a group is and how the dynamics of groups influence their effectiveness
- Recognize how group procedures facilitate goal accomplishment
- Recognize the hindering and helping factors of power on a group
- Identify individual differences and their importance in understanding behavior
- Recognize ethical behavior and the different factors that affect it
• Recognize what contributes to the quality of work life and the factors that affect it
• Identify motivation and compare and contrast how the different theories relate to one another
• Identify strategies of reinforcement and punishment
• Recognize leadership and the different factors that affect it
• Analyze conflict resolution

College Learning Outcomes Addressed by the Course: (check each College Learning Outcome addressed by the Student Learning Outcomes)

☐ writing  ☐ computer literacy
☐ oral communications  ☒ ethics/values
☐ reading  ☐ citizenship
☐ mathematics  ☐ global concerns
☒ critical thinking  ☒ information resources

III. Assessment Measures (Summarize how the college and student learning outcomes will be assessed): For each identified outcome checked, please provide the specific assessment measure.

<table>
<thead>
<tr>
<th>List identified College Learning Outcomes(s)</th>
<th>Specific assessment measure(s)</th>
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<tbody>
<tr>
<td>Writing</td>
<td>Student may be assigned a term paper that allows for revisions or written homework assignments.</td>
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<tr>
<td>Oral Communications</td>
<td>Student may be assigned an individual presentation or take part in a group presentation/project/discussion. Student may be required to attend and participate in field trip experiences.</td>
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<tr>
<td>Reading</td>
<td>Student will be assigned readings from the class text in addition to supplementary readings from newspapers and periodicals. Students may be evaluated via test, quizzes or homework assignments on the various class reading assignments.</td>
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<tr>
<td>Critical Thinking</td>
<td>Students may be assigned case studies based on various organizational behavior topics for their analysis.</td>
</tr>
<tr>
<td>Ethics/Values</td>
<td>Students may analyze the values/behaviors of organizations and their managers. Students may be assigned paper or group/individual presentations based on ethical values/behaviors.</td>
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IV. Instructional Materials and Methods

**Types of Course Materials:**
Textbook – The FLCC College Bookstore would be able to provide information on the current text being used in this course. Also varied casebooks and varied current periodicals may be used.

**Methods of Instruction (e.g. Lecture, Lab, Seminar ...):**
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

V. General Outline of Topics 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