BUS 322 – Organizational Behavior

Course Description

Presents the fundamental concepts of organizational behavior. Emphasizes the human problems and behaviors in organizations and methods of dealing with these problems. Focuses on motivation, informal groups, power and politics, communication, ethics, conflict resolution, employment laws, technology and people, and managing change.

Instructional Materials

Nelson, D. L., & Quick, J. C. (2013). *Organizational behavior: ORGB3* (3rd ed.). Mason, OH: Cengage.

Course Learning Outcomes

1. Evaluate human behavior in organizations and the forces shaping the behavior.
2. Analyze individual differences within organizations and their impact on organizational behavior.
3. Determine how best to apply motivational theories to improve work behavior and performance.
4. Analyze the issues related to workplace stress, including responses, consequences, and preventative management of stress.
5. Make recommendations for improving the communication process within organizations through traditional communication methods and technology.
6. Evaluate the critical elements of groups and works teams, including group behavior, development, and decision making.
7. Examine traditional, contemporary, and emerging leadership theories and their related impact on organizational performance.
8. Analyze the causes of conflict, consequences, and resolutions to group conflict within organizations.
9. Examine traditional and contemporary approaches to job design, and organizational structure, and the related impact to organizational performance.
10. Analyze the facets of organization culture, including the influences and functions, challenges related to changing the culture, and the impact of culture on organizational performance.
11. Evaluate the stages of career management and the organizations' versus individual roles in managing career paths.
12. Determine how best to leverage the forces for change, the change management process, and the related impact on organizational performance.
13. Use technology and information resources to research issues in organizational behavior.
14. Write clearly and concisely about organizational behavior using proper writing mechanics.