MAN 3240  Organizational Behavior

Course Description: The student will learn about social behavioral sciences that can be applied to supervision and management. Major topics include motivation, conflict, corrective actions and rewards, job related stress, organizational dynamics, the evolving global environment, and the responsibility to stakeholders and the planetary environment. The student organizational behavior and how to integrate behavioral concepts will be reviewed in an effective managerial decision-making process. Must pass course with a grade of "C" or higher.

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<tr>
<th>Course Competency</th>
<th>Learning Outcomes</th>
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<td><strong>Competency 1:</strong> The student will be able to describe how social behavioral science can be applied in supervision management by:</td>
<td>• Communication&lt;br&gt;• Critical thinking&lt;br&gt;• Cultural / Global Perspective&lt;br&gt;• Social Responsibility&lt;br&gt;• Environmental Responsibility</td>
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<td>1. Evaluating social science topics that parallel supervision and management topics&lt;br&gt;2. Examining topics in organizational behavior that supervisors and managers use to effectively manage&lt;br&gt;3. Illustrating the ways emotions and personality influence organizational effectiveness</td>
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<td><strong>Competency 2:</strong> The student will demonstrate an understanding of the application of motivation in organizational behavior by:</td>
<td>• Communication&lt;br&gt;• Critical thinking&lt;br&gt;• Ethical Issues</td>
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<td>1. Considering the elements of motivation&lt;br&gt;2. Evaluating motivational theories used in supervision and management&lt;br&gt;3. Applying motivational theories to effective organizational operations</td>
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<td><strong>Competency 3:</strong> The student will demonstrate an ability to respond to conflict in an organization by:</td>
<td>• Communication&lt;br&gt;• Critical thinking&lt;br&gt;• Social Responsibility&lt;br&gt;• Ethical Issues</td>
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<td>1. Evaluating conflict in an organization&lt;br&gt;2. Choosing methods for managing conflict</td>
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### 3. Assessing methods for using conflict as a positive motivator in an organization

**Competency 4:** The student will demonstrate an understanding of how corrective action and rewards can be used in an organization by:

1. Examining methods for using corrective action
2. Demonstrating the use of rewards in an organization
3. Deducing when corrective action is deemed appropriate based upon employee behavior
4. Rating the application of various rewards and the satisfaction of the needs of the individuals involved

- Communication
- Critical thinking
- Social Responsibility
- Ethical Issues

### Course Competency 5: The student will demonstrate an understanding of how stress and organizational dynamics influence organizational behavior, supervision and management by:

1. Listing the characteristics and causes of stress
2. Examining the dynamic issues of organizational behavior
3. Evaluating the methods for using groups and teams in an organization
4. Illustrating how politics and power affect organizational behavior
5. Deducing how supervisors and managers can increase organizational effectiveness through compassionate decision making.

- Communication
- Critical thinking
- Social Responsibility
- Ethical Issues

### Course Competency 6: The student will demonstrate an understanding of how the global environment influences the culture of an organization by:

1. Preparing a list of the ways that global dynamics influence organizational culture and organizational behavior
2. Evaluating circumstances that lead to further globalization by contemporary organizations

- Communication
- Critical thinking
- Cultural / Global Perspective
- Social Responsibility
- Ethical Issues

*Updated Spring 2021*
3. Weighing strategies for managing a global organization

**Course Competency 7:** The student will demonstrate an ability to respond to stakeholder needs and environmental responsibilities by:

1. Classifying the needs of an organization’s stakeholders
2. Examining methods for responding to stakeholder needs
3. Assessing the environmental responsibilities of today’s organizations
4. Formulating methods for responding to environmental responsibilities
5. Assessing the management of stakeholder needs and environmental responsibilities with every day supervision and management behaviors and decision-making patterns

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**Course Competency 8:**
The student will apply behavioral elements to decision making and effective supervision and management by:

1. Synthesizing responsible supervision and management with behavior elements to make effective decisions-making
2. Examining how decisions affect the behavior of people within an organization
3. Examining theory and behavior to improve supervision and management decision making practices
4. Appraising the use of organizational behavior theory with case studies

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*Updated Spring 2021*