Course Description

MAN3240 | Organization Behavior | 3.00 credits

The student will learn about social behavioral sciences that can be applied to supervision and management through major topics including motivation, conflict, corrective actions and rewards, job related stress, organizational dynamics, the evolving global environment, and the responsibility to stakeholders and the planetary environment. Students will examine organizational behavior and how to integrate behavioral concepts in an effective managerial decision-making process.

Course Competencies:

Competency 1: The student will demonstrate understanding of organizational behavior by:
1. Examining organizational characteristics through individual, interpersonal, and organizational processes
2. Demonstrating understanding of human behavior and characteristics in an organizational setting

Competency 2: The student will be able to describe how social behavioral science can be applied in supervision management by:
1. Evaluating social science topics that parallel supervision and management topics examining topics in organizational behavior that supervisors and managers use to effectively manage
2. Illustrating the ways emotions and personality influence organizational effectiveness

Competency 3: The student will demonstrate an understanding of the application of motivation in organizational behavior by:
1. Considering the elements of motivation
2. Evaluating motivational theories used in supervision and management
3. Applying motivational theories to effective organizational operations

Competency 4: The student will demonstrate an ability to respond to conflict in an organization by:
1. Evaluating conflict in an organization
2. Choosing methods for managing conflict
3. Assessing methods for using conflict as a positive motivator in an organization

Competency 5: 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

Competency 6: 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

Competency 7: 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
3. Weighing strategies for managing a global organization

Competency 8: 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

Competency 9: 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
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

Learning Outcomes:
- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of diverse cultures, including global and historical perspectives
- Demonstrate knowledge of ethical thinking and its application to issues in society