I. Catalog Description and Credit Hours of Course

Explores challenges in managing organizations and leading employees in a dynamic environment. Covers concepts of applied organizational behavior and usage of leading human resource practices in multiple contexts. (3 credit hours)

II. Prerequisite: Accepted into a Graduate Program in the Harrison College of Business and MG301 with a C or better or HA300 with a C or better or consent of the Program Director of Graduate Studies.

III. Purposes or Objectives of the Course

Upon completion of this course, the student should be able to:

A. Demonstrate understanding of management and leadership principles and theories and human resource practices and how to communicate these to employees.

B. Understand leadership challenges and match management and human resources strategies to meet them.

C. Influence organizational culture and vision by treating employees in ethical ways, utilizing quality organizational communication, and implementing high performance human resource practices.

D. Recognize skill sets for multiple leadership roles, involving multiple constituencies including those with employees, external stakeholders, and culturally diverse individuals and understand the communication needs for these diverse groups.

E. Understand the role of perception and communication of perception in management actions and employee reactions.

IV. Student Learning Outcomes:

Upon completion of this course the students will be able to:

A. Identify human resource management concepts, laws, and practices and demonstrate how they apply to managerial duties.

B. Identify organizational behavioral concepts, processes theories, and models and demonstrate how they apply in real-life organizational settings.

C. Demonstrate critical reasoning skills in solving ethical dilemmas.

V. Expectations of Students

A. Students will complete assigned readings and participate in class discussion regarding the application of readings topics to management and human resource practices.

B. Students will contact managers in local and regional businesses and discuss their practices in the areas of organizational behavior and human resources management.

C. Students will complete assignments, to enhance their ability to apply material in real world settings.

D. Students will prepare and present application projects, so as to practice both oral and written communications skills and analysis and planning skills.
VI. Course Content Outline:

A. Introduction, Overview, and Class Objectives 3 hours
   1. Overview
   2. Class Objectives
   3. Intersection of OB and HRM
   4. Need for skills in dealing with employees, co-workers, and supervisors

B. Review of major OB Theories and HR practices 3 hours
   1. The Organization’s Environment
   2. Equal Employment Law
   3. Communication
   4. Staffing
   5. Perception, Attitudes, and Differences
   6. Organizational and Individual Relations and Retention
   7. Motivation
   8. Performance Management and Appraisal
   10. Organizational Culture and Effectiveness
   11. Training and Employee Relations
   12. Leadership, Power, and the Manager
   13. Organizational Development and Change

C. Presentations of Application of Class Material 3 hours
   1. Case discussion
   2. Real-world problem analysis

VII. Textbook(s) and/or Other Required Materials or Equipment:

The course will use a current textbook or current textbooks and/or collection of articles and other materials. Some possible examples are:


C. A readings packet prepared by Dickson (2009) and used for this course is available for purchase exclusively at the Southeast Bookstore.

VIII. Basis for Student Evaluation

A. Performance on scheduled exams
B. Performance on group project
C. Performance on case assignments
D. Performance on final paper
E. Performance in class discussions

IX. Grading Scale

Graduate
90 – 100% = A
80 – 89.99% = B
70 – 79.99% = C
<70% = F

The weight of the evaluation criteria may vary according to each instructor and will be communicated at the beginning of the semester.
X. Academic Policy Statement:
Students will be expected to abide by the University Policy for Academic Honesty regarding plagiarism and academic honesty. Refer to:
http://www6.semo.edu/judaffairs/code.html

XI. Student with Disabilities Statement:
If a student has a special need addressed by the Americans with Disabilities Act (ADA) and requires materials in an alternative format, please notify the instructor at the beginning of the course. Reasonable efforts will be made to accommodate special needs.