I. Catalog Description and Credit Hours of Course:

Readings/case analyses/seminar course designed to provide in-depth study of issues in organizational behavior and implications for managerial action. (3 credit hours)

II. Prerequisite(s): MG301 with a minimum grade of ‘C’.

III. Purposes or Objectives of the Course:

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

A. Describe and discuss complexities regarding managerial work, social issues, intercultural considerations, organizational effectiveness, and technology as they relate to organizational behavior.

B. Demonstrate depth of understanding concerning various organizational behavior issues.

C. Demonstrate the ability to analytically progress from organization theory to organizational application.

D. Demonstrate research skills and critical thinking through various library assignments.

IV. Student Learning Outcomes:

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

A. define and explain contemporary human relations/organizational behavior terms, concepts, processes, and models.

B. identify and demonstrate how individual values, personalities, perceptions, emotions, attitudes, expectations, decisions, and behaviors interact with others and the organizational environment.

C. demonstrate how organizational behavioral theories apply in real-life organizational settings.

V. Expectations of Students:

A. Normal expectations, including two hours of time spent outside of class for each one hour in class

B. Periodic access to a microcomputer terminal for assigned activities

C. Completion of assigned readings, written work, and classroom experiential activities and other projects

VI. Course Content or Outline:

(Topics covered in the course will vary; possible course content is outlined below.)

A. The Nature of Management and Organizational Behavior.

B. Demographic and Cultural Dimensions of Organizational Behavior.
C. International Dimensions of Organizational Behavior.

D. The Impact of Technology on Organizational Behavior.

E. New Approaches to Organizational Structure and Design (including the Impact of Downsizing, Restructuring, and Reengineering).

F. Improvement of Organizational Effectiveness (including Organizational Development and Managing Stress).

G. Current Issues in Organizational Behavior, such as
   a. Unethical organizational cultures / creating ethical cultures.
   b. Customer-focused cultures / customer service-oriented behavior.
   c. Work/life balance and flexible work arrangements.
   d. Extra-role behavior and emotional labor.
   e. Deviant workplace behavior.
   f. Workplace spirituality.

   (Readings, case studies, critical incidents, experiential exercises, student presentations, and secondary--and sometimes primary--research are among the approaches used in pursuing the objectives of the course throughout the semester.)

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

VIII. Basis for Student Evaluation:

   A. Examinations
   B. Written assignments
   C. Student presentations
   D. Class participation