

BUS 255: Organizational Behavior in Business

COURSE DESCRIPTION:

Prerequisites: ENG 090 and RED 090 or DRE 098; or satisfactory score on placement test

Corequisites: None

This course covers the impact of different management practices and leadership styles on worker satisfaction and morale, organizational effectiveness, productivity, and profitability. Topics include a discussion of formal and informal organizations, group dynamics, motivation, and managing conflict and change. Upon completion, students should be able to analyze different types of interpersonal situations and determine an appropriate course of action. Course Hours Per Week: Class, 3 Lab, 0 Semester Hours Credit, 3.

LEARNING OUTCOMES:

Upon completing the requirements for this course, the student will be able to:

1. Demonstrate the ability to understand different behavioral theories and techniques.
2. Demonstrate the ability to understand the social dynamics that occur within organizational, individual and
 1. group settings.
 2. Demonstrate the ability to understand mechanisms to deal with the different social issues that may arise
 3. within an organization.
 4. Demonstrate the ability to understand how organizational culture, organizational structure and
 5. organizational resources impact organizational behavior.

OUTLINE OF INSTRUCTION:

- I. Organizational Behavior, Its Purpose & Theories/Techniques
 - A. Organizational Behavior Defined
 - B. Fields that Contributed to the Creation of Organizational Behavior
 - C. The Role of Organizational Behavior in the Workplace
 - D. Organizational Behavior Based Theories/Techniques
- II. Personal Issues that Affect One's Organizational Behavior
 - A. Attitudes, Emotions & Moods
 - B. Personality & Values
 - C. Job Satisfaction
 - D. Perception
- III. Company Dynamics that Affect One's Organizational Behavior
 - A. Communication
 - B. Conflict & Resolution
 - C. Diversity
 - D. Motivating Employees
 - E. Leadership
 - F. Organizational Change
 - G. Organizational Culture
 - H. Organizational Resources
 - I. Power & Politics
- IV. Group Dynamics

REQUIRED TEXTBOOK AND MATERIALS:

The textbook: Fundamentals of Financial Management, 16th Edition, Brigham and Houston, and Cengage software.