

COLLEGEWIDE COURSE OUTLINE OF RECORD

BUS 208, ORGANIZATIONAL BEHAVIOR

COURSE TITLE: Organizational Behavior
COURSE NUMBER: BUS 208
PREREQUISITES: BUS 105 Principles of Management
DIVISION: Business
PROGRAM: Business Administration
CREDIT HOURS: 3
CONTACT HOURS: Lecture: 3
DATE OF LAST REVISION: Spring, 2005
EFFECTIVE DATE OF THIS REVISION: Fall, 2005

CATALOG DESCRIPTION: Studies human behavior in organizations at the individual and group level, including the effects of organizational structure on behavior. Focuses on using organizational behavior concepts for developing and improving interpersonal skills.

MAJOR COURSE LEARNING OBJECTIVES: Upon successful completion of this course the student will be expected to:

1. Evaluate simple and complex concepts of organizational behavior (OB); including the theoretical and practical elements.
2. Identify basic managerial functions, roles, and skills and how they relate to the field of OB, including implications of environmental challenges.
3. Understand the elements of diversity within a global organization and environment.
4. Discuss the foundations of individual behavior through exploration in psychology; including personality, perception, and interpersonal differences.
5. Illustrate understanding of need-based perspectives in motivation including; Maslow's hierarchy of needs, Alderfer's ERG theory, and Herzberg's dual-structure theory.
6. Illustrate understanding of process-based perspectives in motivation through the equity, expectancy, and reinforcement theories.
7. Explain how job design, work arrangements, and employee participation affect individual performance and job satisfaction.
8. Explain goal setting, performance management, and reward systems as they relate to total quality management efforts.
9. Discuss the nature of stress, managing stress, and balancing work-life.
10. Demonstrate the understanding of how individuals make up teams and teams create an organization, and organizational effectiveness is reliant on each level.

COURSE CONTENT: Topical areas of study include –

Individual behaviors	Individual characteristics
Group behaviors	Personality differences
Organizational behaviors	Team diversity
Needs-based motivational models	Organizational success
Process-based motivational models	

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