

HRM 360

ORGANIZATIONAL BEHAVIOR

I. General Information

Course number: HRM 360

Title: Organizational Behavior

Units: 3

Course Coordinators: Dr. David Abramis & Dr. Josh Arnold

II. Catalog Description

Overview of the dynamics of human behavior in organizations and implications for management. Motivation, personality and attitudes, human perception, groups and teams, norms, power and politics, conflict, learning, communication, job design, organizational culture, organizational change, leadership, and cross-cultural issues.

Letter grade only (A-F).

III. Course Justification

The course is aligned with the CBA learning goals of critical thinking, team & interpersonal skills, and management-specific learning goals.

IV. Course Objectives

General Learning Goal - Critical Thinking - Students will apply basic concepts and theories in organizational behavior to work situations. These will include (but not be limited to) theories and concepts of personality, learning, motivations, teams/groups and leadership.

General Learning Goal - Team & Interpersonal Skills - Students will demonstrate that they understand (a) team/group development in organizations (b) common errors in team/group decision-making, and (c) basic principles of team/group management.

General Learning Goal - Management-Specific Learning Goals - (a) Students will demonstrate knowledge of individual-level processes in organizations, such as personality, perception, attitudes, learning and reinforcement, and motivation (b) Students will demonstrate knowledge of group-level and organization-level processes in organizations such as power and politics, conflict, decision-making, leadership, ethics and culture.

V. Outline of Subject Matter (example)

- ! Personality & Attitudes
- ! Perception & Attribution
- ! Learning
- ! Motivation
- ! Decision-making
- ! Stress
- ! Leadership
- ! Job Design
- ! Teams
- ! Conflict
- ! Power & Politics
- ! Culture & Ethics

VI. Methods of Instruction (each instructor fills in his/her own methods used)

VII. Instructional Policies (each instructor includes university and his/her instructional policy requirements)

VIII. Students with Disabilities

Students with disabilities are responsible for notifying their instructor as early as possible of their needs for an accommodation of a verified disability. A student with a disability is urged to consult with Disabled Student Services as soon as possible in order to identify possible accommodations to enhance academic success.