

Administrative Unit: Criminal Justice Administration & Social Work Department

Course Prefix and Number: MSCJ 532

Course Title: Organizational Behavior

Number of: Credit Hours: 3 Lecture Hours: 3 Laboratory Hours: 0

Catalog Description: The study of individual and group behavior in organizational settings. Included are issues relating to how we live our lives at work and in organizations and are approached from a motivation, teamwork and leadership standpoint. Prerequisites: Students are encouraged to take the four foundational courses set forth in the college catalog (MSCJ 501, MSCJ 510, MSCJ 500, and MSCJ 524) before enrolling for any other MSCJ course.

Prerequisite(s)/Corequisite(s): Students are encouraged to take the four foundational courses set forth in the college catalog (MSCJ 501, MSCJ 510, MSCJ 500, and MSCJ 524) before enrolling for any other MSCJ course.

Text(s): Many suitable textbooks are available from various publishers and the following list is not comprehensive. Other textbooks may be judged by individual instructors to be more suitable in meeting Course objectives. Many current textbooks have companion websites, and the instructor is encouraged to enhance the course experience for the student by utilizing available technology.

Most current editions of the following:

Nelson, D., Quick, and J.C. Quick. *Understanding Organizational Behavior*. Southwestern College Publishing.

Robbins, S. *Organizational Behavior*. Prentice Hall.

Course Objectives:

- To understand and appreciate the foundations and evolution of organizational behavior as a discipline.
- To gain experience with common terminology, concepts, methods, theories and practices dealing with organizational behavior.
- To understand the important interrelationships between the individual and the organization.
- To gain experience with common challenges faced by organizations in dealing with employees.
- To think creatively in designing solutions to organizational challenges.
- To apply relevant methods and theories to real and hypothetical problems in the workplace environment.

Measurable Learning Outcomes:

- To demonstrate critical thinking, research and writing skills on managerial issues.
- Explain the origins of the academic discipline of Organizational Behavior.
- Describe the evolution of and philosophical underpinnings for the Organizational Behavior discipline.
- Analyze and apply the tools developed for assessment and measurement of relevant organizational and individual issues.
- Construct and evaluate profiles of selected organizations.
- Explain the application and significance of the following issues connected to organizations and individuals:
 - Values, Attitudes and Job Satisfaction
 - Personality and Emotions
 - Motivation
 - Decision Making
 - Group Behavior and Teams
 - Communication
 - Leadership
 - Conflict and Negotiation
 - Power and Politics
 - Organizational Change
 - Organizational Culture
 - Stress Management
- Describe and evaluate the practices and procedures employed by organizations dealing with relevant organizational issues.
- Identify and apply relevant principles to real and hypothetical problems within organizations.
- Identify, compare and evaluate available and contemplated managerial alternatives designed to resolve relevant organizational issues.
- Describe the issues and challenges involved with organizational change.
- Explain, evaluate and apply important theories regarding organizational issues.
- Describe the relationship between relevant philosophy, theory, policy and practice in organizations.
- Appraise current literature, materials and developments regarding organizational issues.

Topical Outline (major areas of coverage):

- Personality, perception and attribution
- Attitudes, values and ethics
- Motivation in organizations
- Learning and performance management
- Stress and well-being at work
- Communication
- Work groups and teams
- Decision-making by individuals and groups
- Power and political behavior

- Leadership
- Conflict at work
- Organizational culture
- Managing change

Recommended maximum class size for this course: 15

Library Resources: Online databases are available at <http://www.ccis.edu/offices/library/resources.asp>. You may access them from off-campus using your eServices login and password when prompted.

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Name Signature

Date: March 23, 2006

NOTE: The intention of the master syllabus is to provide an outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught or where it is taught. Faculty members teaching this course for Columbia College are expected to facilitate learning pursuant to the course objectives and cover the subjects listed in the topical outline. However, instructors are also encouraged to cover additional topics of interest so long as those topics are relevant to the course's subject. The master syllabus is, therefore, prescriptive in nature but also allows for a diversity of individual approaches to course material.