

BUAD 323: Organizational Behavior (December 2009)

Catalog Course Description:

The historical and current development of management principles is covered including theories of motivation for individuals, groups and organizations, leadership, organizational design and performance evaluation.

General Course Objectives:

- 1) To acquaint the student with some of the historical principles and concepts of management;
- 2) To introduce the student to basic concepts, theories, and frameworks that explain organizational behavior processes at the individual level, group or meso level, and the broader organizational or macro level; and
- 3) To develop the student's oral and written communication skills.

Specific Course Objectives:

- 1) Be able to explain the impact of historical management thought (e.g., scientific management, administrative management, behavioral management, management science, organization environment theories).
- 2) Demonstrate knowledge of the basic theories and understanding of the organizational behavior process at various levels within the organization.
 - a. Be able to explain the foundations of individual behavior (e.g. personality, values, attitudes, perception and attribution, emotions).
 - b. Be able to explain and apply the theories of motivation (e.g., needs, process/ cognitive learning perspectives, etc.).
 - c. Be able to explain group processes and factors influencing the effectiveness and performance of groups and teams.
 - d. Be able to explain conditions influencing decision-making and use decision-making models to understand decision-making processes (e.g., rational model, administrative model). Be able to understand common decision-making errors and how they can be avoided or overcome.
 - e. Be able to explain communication processes at the interpersonal, group and organizational levels. Be able to identify problems that often arise in communication and understand how such problems can be avoided or overcome.
 - f. Be able to explain theories of leadership (e.g. trait, behavioral, situational or contingency, visionary approaches).
 - g. Be able to explain the interpersonal and situational sources of power and how they can be used to influence the behavior of others.
 - h. Be able to explain principles of organizational design and various approaches to organizational structure for enhancing effectiveness of organizations under different contextual conditions.