



# HOUSATONIC COMMUNITY COLLEGE

**Course Name: ORGANIZATIONAL BEHAVIOR**

**Course Number: BMG\*210**

**Credits: 3**

**Catalog description:** The study of people and groups in organizations; Includes the study of team effectiveness, learning styles, communications, motivation, conflict, the evaluation of behavior. Extensive student participation; Orientation is toward development of personal effectiveness in dealing with others.

**Prerequisite, Corequisite, or Parallel: BBG\*E101**

## **General Education Competencies Satisfied:**

**HCC General Education Requirement Designated Competency Attribute Code(s):**

None

**Additional CSU General Education Requirements for CSU Transfer Degree Programs:**

None

**Embedded Competency(ies):**

None

**Discipline-Specific Attribute Code(s):**

BUS                      Business elective

## **Course objectives:**

### **General Education Goals and Outcomes:**

None

### **Course Specific Objectives:**

1. Provide leadership to a small team by helping the team design effective team processes and procedures, work through conflict situations, and employ an effective decision-making process to solve typical problems facing people in organizations.
2. Explain at least four different aspects of personality, and explain how those aspects of the student's own personality will impact upon her/his communications, decision-making, leadership and followership, motivation, and team participation.



3. Explain how leadership impacts a group, and can recommend a leadership style to use in a practical situation
4. Explain how perception and communications impact upon decision-making, including being able to recognize common perceptual and communications problems and recommend practical solutions
5. Explain how a person's values and assumptions impact upon how the person approaches interpersonal relations and problem solving, and can apply knowledge of his/her own values, beliefs, motivations and understandings to explain how they impact the her/his own decision-making
6. Explain a minimum of two empirically valid theories of motivation and can apply them to practical organizational problems

**Course Content:**

What Is Organizational Behavior?

- **The Individual**
  - A. Diversity in Organizations
  - B. Attitudes and Job Satisfaction
  - C. Emotions and Moods
  - D. Personality and Values
  - E. Perception and Individual Decision Making
  - F. Motivation Concepts
  - G. Motivation: From Concepts to Applications

- **The Group**
  - A. Foundations of Group Behavior
  - B. Understanding Work Teams
  - C. Communication
  - D. Leadership
  - E. Power and Politics
  - F. Conflict and Negotiation

Foundations of Organization Structure

- **The Organization System**
  - A. Organizational Culture
  - B. Human Resource Policies and Practices
  - C. Organizational Change and Stress Management

Date Course Created:

Date of Last Revision: 04/03/2017