SPRINGFIELD TECHNICAL COMMUNITY COLLEGE

ACADEMIC AFFAIRS

Course Number: MGT260   Department: Business Administration

Course Title: Organizational Behavior   Semester: Fall   Year: 2019

Objectives/Competencies

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1. Identify the three components of Organizational Behavior	1. Discuss the three components of organizational behavior (employee, group or team, organization as a whole). 2. Review the methods in which organizational behaviorists study behavior
2. Discuss the actions managers can take to impact individual, group, and organizational behavior	1. Describe the process steps required to successfully introduce and manage change. 2. Describe how leaders use power and influence to achieve group and organizational goals. 3. Analyze organizations, define major problems, and recommend effective solutions.
3. Describe how Job Design impacts the workplace	1. Review job design for increasing motivation in the workplace (Job Characteristics Model)
4. Identify needs and process based Motivational Theories	1. Review needs based theories of motivation (Maslow, ERG Theory, Procedural and Distributive Justice 1. Review Process based theories of motivatin (equity theory, expectancy theory, reinforcement theory)

5. Discuss Organizational Culture	1. Discuss organizational culture and how each level of culture impacts the organization and its decision making 2. Discuss how leadership and management impacts organizational culture.
6. Identify Diversity issues in the workplace	1. Review the impact of diversity as it relates to age, race, generation, physical capabilities, gender issues, etc.
7. Summarize ideas and make decisions based on proper research, analysis, and critical thinking	1. Utilize classroom exercises, classroom discussion, case studies, and/or presentations to research topics, analyze topics, and make decisions regarding organizational behavior concepts or issues that relate to the workplace
8. Practice effective communication skills	1. Utilize the many opportunities to discuss organizational behavior concepts both orally and in writing 2. Provide and receive feedback from peers regarding effective communication