Bemidji State University

BUAD 4354: Organizational Behavior

A. COURSE DESCRIPTION

Credits: 3  
Lecture Hours/Week: *.*  
Lab Hours/Week: *.*  
OJT Hours/Week: *.*  
Prerequisites: None
Corequisites: None
MnTC Goals: None

Focuses on the problems encountered by employees in work relationships with fellow employees, supervisors, and subordinates. Empirical research providing models and tools for diagnosing and managing work situations, individual and group behavior, intergroup conflicts, supervisory problems and organizational change will be studied. Prerequisite: BUAD 3351.

B. COURSE EFFECTIVE DATES: 08/20/1997 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Course Introduction and Organizational Socialization  
2. Perception and Attribution  
3. Job Performance  
4. Job Analysis  
5. Organizational Commitment  
6. Attitude Measurement Exercise  
7. Organizational Structure  
8. Job Satisfaction  
9. Organizational Culture  
10. Job Stress  
11. Career Anchors  
12. Motivation  
13. Basic Social Motives  
14. Trust, Justice, and Ethics  
15. Organizational Mirrors  
16. Learning and Decision Making  
17. Personality and Cultural Values  
18. Ability  
19. Teams: Characteristics and Diversity  
20. Production  
21. Teams: Processes and Communication  
22. Survival  
23. Leadership: Power and Negotiation  
24. Leadership: Styles and Behavior
D. LEARNING OUTCOMES (General)
   1. determine what individual mechanisms, group mechanisms, and Organizational mechanisms determine job performance and organizational commitment in modern work settings.
   2. identify core and implicit values driving organizational cultures
   3. employ effectively systems of job effectiveness evaluation.
   4. determine what factors influence behavioral and psychological withdrawal from the workplace
   5. assess basic attitudinal components contributing to the intention to perform necessary job behaviors.
   6. classify common job stressors
   7. employ four modern theories of work motivation
   8. explain the learning principles used to construct common training and development programs in business and nonprofit organizations
   9. employ basic group process measurement systems
   10. lead others effectively in task performing demand situations
   11. employ common decision making interventions in leading diverse groups in their judgment and choice tasks
   12. differentiate common organizational structures

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies
   None

F. LEARNER OUTCOMES ASSESSMENT
   As noted on course syllabus

G. SPECIAL INFORMATION
   None noted