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