Bemidji State University

COMM 3110: Organizational Communication

A. COURSE DESCRIPTION

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

MnTC Goals: Goal 05 - Hist/Soc/Behav Sci

This course examines historical and contemporary organizational communication models, theories, and processes within organizational environments. Students will learn how and why organizations operate the way they do by focusing on communication processes and messages such as organizational change, decision-making, socialization, gendered identities, leadership, civility, emotion, technology, and conflict management. Implications of organizational messages on employees, employers, and external publics will be explored. Overall, this course prepares students to critique social practices and develop effective communication behaviors for being successful in their organizational lives. Liberal Education Goal Area 5.

B. COURSE EFFECTIVE DATES: 08/27/2018 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Civility and Bullying in Organizational Communication
2. Classical Approaches to Organizational Communication
3. Communicating Gender at Work
4. Communicating Power and Resistance at Work
5. Communication During Organizational Transitions and Organizational Exists
6. Communication and Cultural Approaches
7. Critical Approaches to Organizational Communication
8. Decision-Making Processes
9. Human Relationships Approaches to Organizational Communication
10. Leadership Communication
11. Organizational Diversity Processes
12. Organizations as Communication Systems
13. Process of Emotions in the Workplace
14. Socialization Processes
15. Technological Processes in Organizational Communication
16. Work-Life Balance
D. LEARNING OUTCOMES (General)
   1. create appropriate organizational communication messages for internal and external audiences.
   2. identify, explain, and compare theories and models of organizational communication.
   3. recognize and articulate the effects of and solutions for problematized organizational communication behaviors (e.g., power, bullying, conflict, etc.) on employers, employees, and external publics.
   4. examine and evaluate the implications of contemporary social issues (e.g., diversity, identity, gender, power, muted communication, etc.,) on organizational members' lives.
   5. examine one's role in enacting appropriate communication to influence change in organizational life.
   6. critique communication behaviors in organizations via historical and contemporary theoretical perspectives (e.g., human relations, human resources, systems, classical, critical, cultural).
   7. survey current literature and articulate how relevant communication processes are studied differently based on diverse theoretical assumptions and organizational identities.
   8. critique and critically analyze organizational communication messages in various contexts using the appropriate theories and tools for analysis.
   9. apply analytical methods for describing, critiquing, and improving organizational communication across various organizational institutions.

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies
   Goal 05 - Hist/Soc/Behav Sci
   1. Employ the methods and data that historians and social and behavioral scientists use to investigate the human condition.
   2. Use and critique alternative explanatory systems or theories.
   3. Develop and communicate alternative explanations or solutions for contemporary social issues.

F. LEARNER OUTCOMES ASSESSMENT
   As noted on course syllabus

G. SPECIAL INFORMATION
   None noted