

# Minnesota State College Southeast

## SMGT 2220: Management Theories and Organizational Studies

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Effective management of organizational dynamics requires an understanding of both theory and practice. Three characteristics common to all organizations are explored: behavior, structure, and processes. How these characteristics interrelate and are influenced by actions of managers is the main focus of the class. (Prerequisite: None) (3 credits: 3 lecture/0 lab)

**B. COURSE EFFECTIVE DATES:** 05/12/1998 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Organizational behaviors and inherent management opportunities
2. Workplace motivational theories
3. Power and political behavior within organizations

#### **D. LEARNING OUTCOMES (General)**

1. Identify the components of individual attitudes
2. Describe organizations' societal role
3. Explain managerial and psychological approaches to motivation
4. Define motivation
5. List factors that influence job satisfaction
6. Describe ways of measuring job satisfaction
7. Determine the problems with Maslow's hierarchy
8. Explain the concept of cognitive dissonance
9. Explain McClelland's need achievement theory
10. Explain locus of control
11. Describe theory X and theory Y
12. Explain factors that influence the perceptual process
13. Define personality
14. Identify and describe different models of individual behavior
15. Describe the Hawthorne studies
16. Compare human relationists' theory to classical theory
17. Define organizational behavior
18. Define job satisfaction
19. Define organizational politics
20. Explain organizational climate and culture
21. Describe the current trends in quality of work life
22. Explain job range and job depth
23. Apply job enrichment
24. Apply job rotation
25. Compare and contrast mechanist structure to organic organizational structure
26. Explain Maslow's hierarchy
27. Explain the common forms of organizational conflict
28. Explain cultural dimensions that distinguish countries from each other
29. Describe how people use the various types of power
30. Describe the five bases of power
31. Define power
32. Define groupthink
33. Assess what influences intergroup performance
34. Compare and contrast interacting, delphi, and nominal groups
35. Analyze why groups are bigger risk takers than individuals
36. Analyze Herzberg's two-factor theory of motivation
37. Identify the basic characteristics of a bureaucracy

#### **E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

#### **F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted