

# 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