

# Minnesota State University Moorhead

## MGMT 451: Organizational Behavior

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites:

This course requires the following prerequisite  
MGMT 260 - Principles of Management

Corequisites: None

MnTC Goals: None

Studies the interaction of individuals and groups in business organizations. The course focuses on providing insights into individual, group, and organizational processes.

**B. COURSE EFFECTIVE DATES:** 06/01/1995 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Managing people in a global economy
2. Organizational culture and its implications
3. Cross-cultural management
4. Change management
5. Motivational Theory
6. How to improve performance
7. Teambuilding and effective groups
8. Decision-making
9. Conflict resolution and negotiation
10. Communication
11. Influence, power, and politics
12. Leadership
13. Managing organizational learning
14. Planning and development

**D. LEARNING OUTCOMES (General)**

1. To learn general theories of organizational behavior
2. To understand organizational culture and its dynamics
3. To learn how organizations function cross-culturally and internationally
4. To understand effective strategies for change management
5. To understand motivation and team-building
6. To learn the social bases of power and politics in organizational culture
7. To learn conflict management
8. To understand systems theory and the learning organization
9. Write in a clear and professional manner
10. Prepare and deliver an effective business presentation
11. Identify and analyze ethical issues in a professional context
12. Demonstrate basic understanding of business from a global perspective

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

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted