MGT 6671
Organizational Behavior

Prerequisites

Graduate standing.

Description

The study of theories and concepts of individual and group behavior within organizations. The course examines important behavioral processes, including learning, perception, attitudinal structuring, values, motivation, communication, conflict, and social reinforcement. Emphasis is placed on the relationship of these processes to individual and group performance and their implications for managerial decision-making.

Student Learning Outcomes

On completion of the course, the student should be able to:

1. Explain the concept of an organization’s corporate culture, including its value system, and its effects on the behavior of individuals and groups in organizations.
2. List and describe major personality, power, attitude, and needs theories as they relate to individual behavior within organizations.
3. Describe communication processes between individuals and within organizations.
4. Describe group/team processes within organizations.
5. Analyze sources of conflict and alternative approaches to conflict management.
6. Define and demonstrate how various leadership and motivational models may be used to improve productivity and job satisfaction within organizations.
7. Evaluate the ethical aspects of alternative approaches to organization, job, and work design.
8. Analyze methods for undertaking planned-change programs within organizations.
9. Apply organizational-behavior strategies to management scenarios utilizing a systems approach.

Purpose

To provide an understanding of how interaction among individuals and groups affects the performance of business organizations. This course covers the concepts, logic, methodology, and terms used by the technicians in the field of organizational behavior. It also presents the latest developments in the field and addresses research patterns and trends in organizational behavior. MSHRM/MSM core requirement.

Master Syllabi are developed by the senior faculty in each business discipline. This Master Syllabus must be used as the basis for developing the instructor syllabus for this course, which must also comply with the content specifications outlined in the Troy University Faculty Handbook.

The objectives included on this Master Syllabus must be included among the objectives on the instructor’s syllabus, which may expand upon the same as the instructor sees fit. The statement of purpose seeks to position the course properly within the curriculum and should be consulted by faculty as a source of advisement guidance. Specific choice of text and other details are further subject to Program Coordinator guidance.

1 August 2005
Approved Texts


Supplements