COLLEGEWIDE COURSE OUTLINE OF RECORD

BUSN 208, ORGANIZATIONAL BEHAVIOR

COURSE TITLE: Organizational Behavior
COURSE NUMBER: BUSN 208
PREREQUISITES: BUSN 105 Principles of Management.
SCHOOL: Business, Logistics, and Supply Chain
PROGRAM: Business Administration
CREDIT HOURS: 3
CONTACT HOURS: Lecture: 3
DATE OF LAST REVISION: Fall, 2013
EFFECTIVE DATE OF THIS REVISION: Fall, 2019

CATALOG DESCRIPTION: Studies human behavior in organizations at the individual and group level, including the effects of organizational structure on behavior. Focuses on using organizational behavior concepts for developing and improving interpersonal skills.

MAJOR COURSE LEARNING OBJECTIVES: Upon successful completion of this course the student will be expected to:

1. Explain and evaluate simple and complex concepts of organizational behavior (OB); including the theoretical and practical elements.
2. Illustrate basic managerial functions, roles, and skills and how they relate to the field of OB, including implications of environmental challenges.
3. Justify the need for elements of diversity within a global organization and environment.
4. Discuss the foundations of individual behavior through exploration in psychology; including personality, perception, and interpersonal differences.
5. Compare and contrast need-based perspectives in motivation including; Maslow’s hierarchy of needs, Alderfer’s ERG theory, and Hertzberg’s dual-structure theory.
6. Compose examples of process-based perspectives in motivation through the equity, expectancy, and reinforcement theories.
7. Evaluate how job design, work arrangements, and employee participation affect individual performance and job satisfaction, and explain the nature of stress, and the importance of managing stress and balancing work-life.
8. Illustrate goal setting, performance management, and reward systems as they relate to total quality management efforts.
9. Demonstrate the understanding of how individuals make up teams and teams create an organization, and organizational effectiveness is reliant on each level.

COURSE CONTENT: Topical areas of study include –

- Individual behaviors
- Individual characteristics
- Group behaviors
- Personality differences
- Organizational behaviors
- Team diversity
- Needs-based motivational models’
- Organizational success
Process-based motivational models

HOW TO ACCESS THE IVY TECH COMMUNITY COLLEGE LIBRARY:

The Ivy Tech Library is available to students on- and off-campus, offering full text journals and books and other resources essential for course assignments. Go to http://www.ivytech.edu/library/ and choose the link for your campus.

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If students write or speak about having survived sexual violence, including rape, sexual assault, dating violence, domestic violence, or stalking, federal law and Ivy Tech policies require that instructors share this information with the Campus Title IX Coordinator. The Campus Title IX
Coordinator will contact students to let them know about accommodations and support services at the College and in the community as well as options for holding accountable the person who harmed them. When contacted, students are not required to speak with the Campus Title IX Coordinator.

If students do not want the Title IX Coordinator notified, instead of disclosing this information to their instructor, students can speak confidentially with certain individuals at the College or in the community. A list of these individuals can be found at https://www.ivytech.edu/prevent-sexual-violence/index.html under Confidential Employees and/or Community Resources.