College of San Mateo
Official Course Outline

1. **COURSE ID:** MGMT 220  **TITLE:** Organizational Behavior  
   **Semester Units/Hours:** 3.0 units; a minimum of 48.0 lecture hours/semester  
   **Method of Grading:** Letter Grade Only

2. **COURSE DESIGNATION:**  
   Degree Credit  
   **Transfer credit:** CSU

3. **COURSE DESCRIPTIONS:**  
   **Catalog Description:**  
   Organizational behavior examines components of modern business including, individual motivation, interpersonal communication, organizational influence, group dynamics, and decision making in the organization; the relationship between culture, structure, and technology; leadership and the managing of organizational conflict.

4. **STUDENT LEARNING OUTCOME(S) (SLO'S):**  
   Upon successful completion of this course, a student will meet the following outcomes:  
   1. Articulate the broad range of management issues affecting organizational success and sustainability today.
   2. Effectively use different management principles and concepts relating them to organizational performance and the application of these concepts to individuals, teams and groups.
   3. Contribute to personal and interpersonal effectiveness in organizations by demonstrating how organizations and the people within them work.
   4. Utilize a variety of organizational behavior concepts and theories in the workplace, and demonstrate the importance of effective communication in organizations.
   5. Articulate the differences in teams, how to make team selections, team assignments and implement team motivation.
   6. Demonstrate critical, logical, and analytical thinking with reference to organizational culture, and its influence on both group and individual behaviors.

5. **SPECIFIC INSTRUCTIONAL OBJECTIVES:**  
   Upon successful completion of this course, a student will be able to:  
   1. Articulate the broad range of management issues affecting organizational success and sustainability today.
   2. Effectively use different management principles and concepts relating them to organizational performance and the application of these concepts to individuals, teams and groups.
   3. Contribute to personal and interpersonal effectiveness in organizations by demonstrating how organizations and the people within them work.
   4. Utilize a variety of organizational behavior concepts and theories in the workplace, and demonstrate the importance of effective communication in organizations.
   5. Articulate the differences in teams, how to make team selections, team assignments and implement team motivation.
   6. Demonstrate critical, logical, and analytical thinking with reference to organizational culture, and its influence on both group and individual behaviors.

6. **COURSE CONTENT:**  
   **Lecture Content:**  
   1. Organizational Purpose and Goals  
   2. Individual Work Behavior and Learning within organizations  
   3. Group Work Behavior and Team Dynamics  
   4. Managing and leading for performance  
   5. Motivation and Empowerment  
   6. Rewards and Exception Handling  
   7. Stress and Conflict Management  
   8. Perceptions and learning in organizations  
   9. Power and Politics  
   10. Management and Leadership  
   11. Organizational Ecosystems and Cultures
12. Organization Structure and Design
13. Job Design
14. Organizational Decision Making
15. Organizational Communication
16. Organizational Change and Development
17. Development of Creativity Within Organizations
18. Other relevant topics

7. REPRESENTATIVE METHODS OF INSTRUCTION:
Typical methods of instruction may include:
1. Lecture
2. Activity
3. Critique
4. Discussion
5. Guest Speakers
6. Individualized Instruction
7. Other (Specify): 1. Group exercises including case work, assessment and presentations Individual reflection projections and presentations 2. Use of outside resources by student and instructor including but not limited to current and relevant news articles, text book readings and assignments, and videos.

8. REPRESENTATIVE ASSIGNMENTS
Representative assignments in this course may include, but are not limited to the following:

Writing Assignments:
Business scenario case analysis including research and paper submitted.

9. REPRESENTATIVE METHODS OF EVALUATION
Representative methods of evaluation may include:
1. Class Participation
2. Class Work
3. Exams/Tests
4. Group Projects
5. Home Work
6. Oral Presentation
7. Papers
8. Projects
9. Quizzes
10. Research Projects
11. Written examination

10. REPRESENTATIVE TEXT(S):
Possible textbooks include:
Other:
1. or comparable text at instructor's option

Origination Date: August 2010
Curriculum Committee Approval Date: October 2012
Effective Term: Fall 2013
Course Originator: Anne Figone