

College of San Mateo
Official Course Outline

1. **COURSE ID:** MGMT 220 **TITLE:** Organizational Behavior
Units: 3.0 units **Hours/Semester:** 48.0-54.0 Lecture hours; and 96.0-108.0 Homework hours
Method of Grading: Letter Grade Only
Recommended Preparation:
 Eligibility for ENGL 100, or Eligibility for ENGL 105

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

3. **COURSE DESCRIPTIONS:**
Catalog Description:
 This course focuses on behavioral science theories and concepts as applied to individual, interpersonal and group processes in a diverse work force. Topics include organizational leadership and planning, organizational culture and values, work attitudes, motivation, group effectiveness and conflict.

4. **STUDENT LEARNING OUTCOME(S) (SLO'S):**
 Upon successful completion of this course, a student will meet the following outcomes:
 1. Examine the development of modern organizational behavior and explain the micro and macro approaches
 2. Apply theories and concepts of leadership, motivation, and conflict resolution to develop strategies for improving work performance and organizational effectiveness
 3. Assess the effectiveness of teams and distinguish differences in team roles in a diverse work environment

5. **SPECIFIC INSTRUCTIONAL OBJECTIVES:**
 Upon successful completion of this course, a student will be able to:
 1. Demonstrate a basic understanding of the broad range of management challenges affecting organizations today.
 2. Demonstrate an understanding of different management principles and concepts, used in the modern organization.
 3. Explain how to apply different management tools to all levels in an organization including individuals, teams and larger groups.
 4. Assess their own work strengths and weaknesses and develop a plan to perform effectively in their own organization.
 5. Explain the importance and the use of various types of communication within organizations and discuss current trends.
 6. Discuss differences in team roles, and make recommendations about team selection, team assignments and team motivation.

6. **COURSE CONTENT:**
Lecture Content:
 - Introduction**
 - Introduction to the Field of Organizational Behavior
 - Individual Behavior and Processes**
 - Individual Behavior, Personality, and Values
 - Perceiving Ourselves and Others in Organizations
 - Workplace Emotions, Attitudes, and Stress
 - Foundations of Employee Motivation
 - Applied Performance Practices
 - Decision Making and Creativity
 - Team Processes**
 - Team Dynamics
 - Communicating in Teams and Organizations
 - Power and Influence in the Workplace
 - Conflict and Negotiation in the Workplace
 - Leadership in Organizational Settings
 - Organizational Processes**

- Designing Organizational Structures
- Organizational Culture
- Organizational Change

7. REPRESENTATIVE METHODS OF INSTRUCTION:

Typical methods of instruction may include:

- A. Lecture
- B. Discussion
- C. Guest Speakers
- D. 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, textbook 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.

Reading Assignments:

Assigned readings from course textbook and additional sources provided as needed.

9. REPRESENTATIVE METHODS OF EVALUATION

Representative methods of evaluation may include:

- A. Class Participation
- B. Exams/Tests
- C. Group Projects
- D. Homework
- E. Oral Presentation
- F. Papers
- G. Projects
- H. Quizzes
- I. Research Projects

10. REPRESENTATIVE TEXT(S):

Possible textbooks include:

- A. McShane, Steven. *Organizational Behavior*, 8th Edition ed. New York: McGraw-Hill, 2018

Other:

- A. or comparable text at instructor's option

Origination Date: November 2021

Curriculum Committee Approval Date: December 2021

Effective Term: Fall 2022

Course Originator: Peter von Bleichert