

**STATE UNIVERSITY OF NEW YORK
COLLEGE OF TECHNOLOGY
CANTON, NEW YORK**

COURSE OUTLINE

BSAD 420 - APPLIED ORGANIZATIONAL MANAGEMENT

Prepared By: Dr. Charles R. Fenner

**SCHOOL OF BUSINESS AND LIBERAL ARTS
BUSINESS DEPARTMENT
Spring 2016**

BSAD 420 - APPLIED ORGANIZATIONAL MANAGEMENT

- A. **TITLE:** Applied Organizational Management
- B. **COURSE NUMBER:** BSAD 420
- C. **SHORT TITLE:** Organizational Management
- D. **CREDIT HOURS:** 3
- E. **WRITING INTENSIVE COURSE (OPTIONAL):** No
- F. **COURSE LENGTH:** 15 Weeks
- G. **SEMESTER (S) OFFERED:** Fall and Spring
- H. **HOURS OF LECTURE, LABORATORY, RECITATION, TUTORIAL, ACTIVITY:** 3 hours lecture per week
- I. **CATALOGUE DESCRIPTION:**

This course emphasizes individuals' and groups' behavior in organizations. The rationale for the existence of organizations is discussed with the strategic objectives of improving productivity, performance, effectiveness, and efficiency to accomplish goals. Theories of human behavior in organizations will be examined. Additional topics covered will include group development, group decision making and problem solving, leadership roles, power and politics within organizations. Other important areas of analysis will be the norms and values of groups, group power, influence, coalition formation and organizational culture.

- J. **PREREQUISITES/CO-COURSES:** BSAD 100 – Introduction to Business and Junior level status
- K. **GOALS (LEARNING OUTCOMES):**

By the end of this course, student will:

<u>Course Objectives</u>	<u>Institutional SLO</u>
1. Analyze the major dimensions and challenges of human behaviors in organizations.	2. Critical Thinking 3. Professional Competence
2. Explain personality, perception, and behavioral dimensions that influence	2. Critical Thinking

individual decision-making.	
3. Discuss theories that impact behavior and motivation at work.	1. Communication
4. Argue contemporary organizational issues of work stress, and well-being.	2. Critical Thinking
5. Evaluate work teams and group behavior and the benefits to organizations and individuals.	3. Professional Competence
6. Differentiate the positive and negative aspects of team membership, corporate organizational cultures and citizenship.	3. Professional Competence

L. **TEXTS:** As determined by instructor.

M. **REFERENCES:**

George, J.M., & Jones, G.R. (2011). *Organizational Behavior (6ed.)*. Prentice Hall

Kolb, D.A., et al. (2010). *The Organizational Behavior Reader (9th)*. Pearson Education

N. **EQUIPMENT:** Computers resource, video clips, as needed.

O. **GRADING METHOD:** (Standard A - F grading method)

P. **MEASUREMENT CRITERIA:** (Student presentations, quizzes, project, exams and assignments)

Q. **DETAILED TOPICAL OUTLINE:**

Part I. Organizational Behavior Theory

1. Understanding Human Behavior
2. Context of Organizational Behavior
3. Cultural Differences

Part II. Individual Behavior in Organizations

1. Personality, Perception, and Attribution
2. Individual Attitude and Emotion Effect on Organizational Processes
3. Individual Stress, Eustress, and Well-Being at Work

Part III. Group Management in Organizations

1. Communication in Work Teams and Groups
2. Managing Team Dynamics for Quality and Results
3. Improving Job Performance with Learning, Feedback, and Rewards
4. Decision Making by Individuals and Groups

Part IV. Group and Social Processes

1. Corporate Organizational Culture, Values, and Ethics
2. Organizational Power and Politics
3. Teams and Teamwork for the 21st Century

Part V. Organizational Structure and Processes

1. Job design and Structure
2. International Organizational Management: Managing Across Cultures
3. Managing Diversity: Releasing Every Employee's Potential

Part VI. Organizational Conflict, Negotiation & Resolution

1. Organizational Leadership & Management Behavior
2. Modification and Self-Management
3. Communicating in Organizational Settings and Computerized Workplace

Part VII. Foundations of Employee Motivation and Applied Motivation Practices

1. Motivation through Needs, Job Design, and Satisfaction
2. Motivation through Equity, Expectancy, and Goal Setting