COMMON COURSE OUTLINE: Course discipline/number/title: BUS 2235: Organizational Dynamics

A. CATALOG DESCRIPTION
1. Credits: 3
2. Hours/Week: 3
3. Prerequisites (Course discipline/number): College level reading
4. MnTC Goals (if any): NA

This course focuses on the behavior of individuals and teams within diverse organizations and organizational structures and processes. Models and tools for diagnosing organizational culture and values, communications in the workplace, inter-group conflicts and negotiations, motivational applications, team dynamics, stereotyping and facilitating organizational change are analyzed.

B. DATE LAST REVISED (Month, year): February, 2014

C. OUTLINE OF MAJOR CONTENT AREAS:
1. Leadership in Organizational Settings
2. Individual Behavior, Values, and Personality
3. Work-Related Stress and Stress Management
4. Decision-Making and Creativity
5. Developing High Performance Teams
6. Communication in Teams and Organizations
7. Power and Influence in the Workplace
8. Conflict and Negotiation in the Workplace
9. Organizational Change
10. Organizational Culture

D. LEARNING OUTCOMES (GENERAL): The student will be able to:
1. Identify and analyze factors that influence organizational dynamics including leadership, teamwork, communication, and interpersonal skills.
2. Explain how personality, cultural, and organization influences form the basis of work-related attitudes, ethical behavior and motivation.
3. Identify effective strategies to manage workplace stress and employee well-being.
4. Apply critical thinking, creativity, and innovation to the decision-making process.
5. Identify organizational and team environmental elements that influence team effectiveness and cohesiveness.
6. Describe effective communication strategies and influences on an organization.
7. Identify ways to effectively manage the use of power and influence in an organization.
8. Explain the role structure and personal factors play in causing conflict in organizations and recognize effective and ineffective techniques for managing conflict and negotiations.
9. Identify the major external and internal forces for change in organizations and methods organizations can use to manage resistance to change.
10. Name the challenges organizations face developing positive, cohesive cultures.
11. Apply concepts of career planning and management and develop a professional resume and cover letter.

E. LEARNING OUTCOMES (MNTC): NA

F. METHODS FOR EVALUATION OF STUDENT LEARNING:
1. Exams
2. Assignments, case analysis and discussions

G. RCTC CORE OUTCOME(S) ADDRESSED:
- Communication
- Critical Thinking
- Global Awareness/Diversity
- Civic Responsibility
- Personal/Professional Accountability
- Aesthetic Response
H. SPECIAL INFORMATION (if any): None