ROCHESTER COMMUNITY AND TECHNICAL COLLEGE
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):** None
4. **Other requirements:** College level reading is recommended
5. **MnTC Goals (if any):** NA

B.   COURSE DESCRIPTION: 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 organization change are analyzed.

C.   DATE LAST REVISED (Month, year): February, 2024

D.   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

E.   LEARNING OUTCOMES (GENERAL): The student will be able to:
1. Analyze factors that influence organizational dynamics including leadership, teamwork, communication, and interpersonal skills.
2. Demonstrate an awareness of self in relationship with others, including effective interpersonal communication, team work and respect for diversity.
3. Evaluate effective strategies to manage workplace stress and employee well-being.
4. Analyze the influences (individual, group, culture) that affect decision-making and creativity in an organizational environment.
5. Evaluate 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. Evaluate effective and ineffective techniques for managing conflict and negotiations.
9. Evaluate the major external and internal forces for change in organizations and methods organizations can use to manage resistance to change.
10. Examine the challenges organizations face in developing positive, cohesive cultures.

F.   LEARNING OUTCOMES (MNTC): NA

G.   METHODS FOR EVALUATION OF STUDENT LEARNING: Methods may include but are not limited to:
1. Assignments, case analysis and/or discussions
2. Exams and quizzes

H.   RCTC CORE OUTCOME(S). This course contributes to meeting the following RCTC Core Outcomes(s):
Critical Thinking. Students will think systematically and explore information thoroughly before accepting or formulating a position or conclusion.

I.   SPECIAL INFORMATION (if any): None