Minnesota State University Moorhead

MGMT 451: Organizational Behavior

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites:
This course requires the following prerequisite
   MGMT 260 - Principles of Management

Corequisites: None

MnTC Goals: None

Studies the interaction of individuals and groups in business organizations. The course focuses on providing insights into individual, group, and organizational processes.

B. COURSE EFFECTIVE DATES: 06/01/1995 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Managing people in a global economy
2. Influence, power, and politics
3. Communication and Leadership
4. Managing organizational learning
5. Planning and development
6. Organizational culture and its implications
7. Cross-cultural and change management
8. Motivational Theory
9. How to improve performance
10. Teambuilding and effective groups
11. Decision-making
12. Conflict resolution and negotiation

D. LEARNING OUTCOMES (General)

1. Students will examine the interplay and role of individual behavior, team or group behavior, and organizational behavior on organizational success.
2. Students will explore elements that impact their personal communication, perception, values, motivation and frustration within organizational settings.
3. Students will appraise the value of individual differences and the impact these differences have on group dynamics and on organizational goal attainment.
4. Students will experience and interpret team and group dynamics with an objective to enhance their personal effectiveness and leadership in team settings.
5. Students will investigate the roles of creativity, innovation, power, stress, organizational change and organizational culture and design upon organizational effectiveness.

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted