

Minnesota State University Moorhead

MBA 651: Organizational Behavior

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

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: 03/04/2013 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

D. LEARNING OUTCOMES (General)

1. Define attitudes and explain their relationship to personality, perception and behavior.
2. Define corporate culture and give organizational examples.
3. Define organization development and explain the OD stages and implementation tactics including force-field analysis.
4. Demonstrate an understanding of the roles performed by managers in organizations and the skill set managers utilize in their jobs.
5. Discuss the fundamental characteristics of organizing vertically and the mechanisms for achieving coordination horizontally. Identify how structure can be used to achieve an organization's strategic goals.
6. Explain the concept of organizational mission and understand how well-defined goals and plans are influenced by mission.
7. Explain the utilitarian, individualism, moral-rights, justice, virtue ethics and practical approaches for evaluating ethical behavior.
8. Identify a variety of leadership models and understand their application in organizations.
9. Identify and describe content theories of motivation, process theories of motivation and how job design influences motivation.
10. Identify key issues involved in managerial decision making and discuss the difference between decision making in environments characterized with varying degrees of uncertainty.
11. Recognize the complex attitudes, opinions and issues that employees bring to the workplace, including prejudice, discrimination, stereotypes and ethnocentrism.

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted