

NORTHWESTERN CONNECTICUT COMMUNITY COLLEGE

COURSE SYLLABUS

Course Title: Organizational Behavior

Course #: BMG* 210

Course Description: 3 credits

Our behavior is related to past events, thoughts, dreams, comments and actions that we weaved into values, beliefs, ideologies, interactional patterns, and activities. When combined with the complexity of the organization, this behavior can result in a wide variance in an organization's performance.

In this course we will look at organizational complexity, or the degree of differentiation that exists within an organization, horizontal differentiation, vertical differentiation and spatial differentiation. Also, Design Choices, including Delegation of Authority, Formulation, Integration, Span of Control, Specialization, and Standardization. Additionally, the evolution of organizational theory, organizational effectiveness, alignment, organization size, strategy, environment, power-control, organization change, and culture will be explored.

“Economists define org culture, in part, as what tells us how to behave when we can't turn to a formal contract or set of rules for guidance. It's part coordination and part conscience, ensuring that we do the right thing, organizationally speaking – directing people to conform to a set of norms and behaviors that benefit the group as a whole. Culture serves as another lever for making sure people do their jobs and work well with others...” (Fisman & Sullivan, 2013, p. 193).

Pre-requisite/Co-requisite: Principles of Management, BMG* 202. The completion of PSY* 111 would be helpful as well.

Goals: To demonstrate knowledge of the course material required in Analyzing, Synthesizing, and Evaluating the complex People Express Organizational Behavior Case Study.

Outcomes: Upon completion of this course, students should be able to:

1. Demonstrate a working knowledge of concepts and issues related to human behavior in organizations.
2. Describe how the relationship between individuals and organizations affect behavior, interpersonal relationships and job performance.
3. Apply organizational theory and management theory concepts and how they can boost the work environment, employee productivity, and organizational performance.
4. Describe how leadership authority creates or devastates the organizational environment and performance.
5. Apply team building and team performance practices.
6. Apply the organization and design concepts of span-of-control, formalization, standardization and differentiation.
7. Describe the relationship between strategy, organizational design and efficiency.
8. Describe the organization change types and processes to execute effective change.
9. Apply the Human Capital Forecasting Model.

College Policies

Plagiarism: Plagiarism and Academic Dishonesty are not tolerated at Northwestern Connecticut Community College. Violators of this policy will be subject to sanctions ranging from failure of the assignment (receiving a zero), failing the course, being removed/expelled from the program and/or the College. Please refer to your “Student Handbook” under “Policy on Student Rights,” the Section entitled “Student Discipline,” or the College catalog for additional information.

Americans with Disabilities Act (ADA): The College will make reasonable accommodations for persons with documented learning, physical, or psychiatric disabilities. Students should notify Dr. Christine Woodcock, the Counselor for Students with Disabilities. She is located at Green Woods Hall, in the Center for Student Development. Her phone number is 860-738-6318 and her email is cwoodcock@nwcc.edu.

School Cancellations: If snowy or icy driving conditions cause the postponement or cancellation of classes, announcements will be made on local radio and television stations and posted on the College’s website at www.nwcc.edu. Students may also call the College directly at **(860) 738-6464** to hear a recorded message concerning any inclement weather closings. Students are urged to exercise their own judgment if road conditions in their localities are hazardous.

Use of Electronic Devices: Some course content as presented in Blackboard Learn is not fully supported on mobile devices at this time. While mobile devices provide convenient access to check in and read information about your courses, they should not be used to perform work such as taking tests, quizzes, completing assignments, or submitting substantive discussion posts.

Sexual Assault and Intimate Partner Violence Resource Team:

NCCC is committed to creating a community that is safe and supportive of people of all gender and sexual identities. This pertains to the entire campus community, whether on ground or virtual, students, faculty, or staff.

Sexual assault and intimate partner violence is an affront to our national conscience, and one we cannot ignore. It is our hope that no one within our campus community will become a victim of these crimes. However, if it occurs, NCCC has created the SART Team - Sexual Assault and Intimate Partner Violence Resource Team - to meet the victim’s needs.

SART is a campus and community based team that is fully trained to provide trauma-informed compassionate service and referrals for comprehensive care. The team works in partnership with The Susan B. Anthony Project to extend services 24 hours a day, 7 days a week throughout the year.

The NCCC team members are:

Ruth Gonzalez, Ph.D.	860-738-6315	Green Woods Hall Room 207
Susan Berg	860-738-6342	Green Woods Hall Room 223
Kathleen Chapman	860-738-6344	Green Woods Hall Room 110
Michael Emanuel	860-738-6389	Founders Annex Room 308
Seth Kershner	860-738-6481	Library
Robin Orlomoski	860-738-6416	Business Office Room 201
Jane O'Grady	860-738-6393	Founders Hall Annex Room 212
Patricia Bouffard, Ex-Officio	860-738-6319	Founders Hall Room 103
Savannah Schmitt		Student Representative
Jacob Wujcik		Student Representative

At NCCC we care about our students, staff and faculty and their well-being. It is our intention to facilitate the resources needed to help achieve both physical and emotional health.