

Northwestern CT 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.