

**COURSE OUTLINE—NEW COURSE FOR BAS HEALTH SERVICES
ADMINISTRATION
MAN 3240 – APPLIED ORGANIZATIONAL BEHAVIOR**

I. COURSE NUMBER AND TITLE

MAN 3240 – APPLIED ORGANIZATIONAL BEHAVIOR

II. COURSE DESCRIPTION

MAN 3240 is a 3 credit hour course. This course is a study of individual and group behavior in organizations. Students will develop an understanding of how organizations can be managed more effectively. Course content includes motivation, group dynamics, conflict resolution, goal setting, and development.

III. RATIONALE

The Bachelor of Applied Science in Health Services Administration (BAS HSA) (Business Programs Department) and Bachelor of Applied Science in Supervision and Organizational Management (BAS SOM) programs are geared towards individuals considering managerial careers. MAN 3240 is an elective course in the BAS HSA program and a required core course in the BAS SOM program. The course provides students with a basic overview of organizational functioning. Students will be able to apply skills such as motivation, goal setting, decision-making processes in job settings, and understand how personality, values, and attitude impact on the culture and productivity of an organization.

IV. IMPACT ASSESSMENT

This is an elective course for students in the program. Prerequisites: At minimum, an AA, AS or AAS degree, and meeting college admission requirements. The course is not open to students unqualified to take upper division courses. State funding is available for the course. The course will require additional course loads for existing faculty or the hiring of part-time/full-time faculty.

V. COURSE LEARNING OUTCOMES

Primary learning outcome: Students will acquire interpersonal and communication skills for effective team work, leadership roles, and decision-making processes.

Secondary learning outcome: Students will have an understanding of organizational systems. They will be able to apply their knowledge of the individual influences and group characteristics in organizational settings.

VI. GENERAL OBJECTIVES OF THE COURSE

1. Demonstrate an understanding of the contribution of individual characteristics to organizational behavior

2. Understand the group dynamics in an organizational setting
3. Understand the foundations of organization structure and the influences of culture and change in an organization

VII. TOPICAL OUTLINE

1. Introduction to Organizational Behavior
2. Personality and Values
3. Perception and Individual Decision-Making
4. Job Attitudes
5. Motivation Concepts
6. Motivation: From Concepts to Application
7. Foundations of Group Behavior
8. Understanding Work Teams
9. Communication
10. Leadership
11. Power and Politics
12. Conflict and Negotiation
13. Organizational Structure
14. Organizational Change

VIII. SUGGESTED METHODS OF INSTRUCTION

1. Lecture
2. Current articles
3. Case studies
4. Online resources

IX. SUGGESTED METHODS OF EVALUATION

1. Quizzes and exams
2. Individual projects
3. Class discussions