

**Brief Syllabus**  
**37:575:367 Emotional Intelligence in the Workplace**

**Course Description:**

Nature of emotional intelligence and its effects on employee performance and organizational success; research on the development of emotional intelligence; self-awareness and self-development.

**Important information:**

This course is suitable for non-majors as well as majors. It has no pre-requisites. It is typically offered online. It gives students the opportunity both to assess their own emotional intelligence and to work to improve it, as well as examining what is known about the importance of EI and best practices in its application in the workplace.

**Learning Objectives. The student is able to:**

***Labor Studies and Employment Relations Department:***

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations. (Goal 1).
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2).

***School of Management and Labor Relations:***

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

**Assessment of student success in meeting learning objectives:**

A multi-component course project requires reflection on official EI test results and course content; assesses proficiency in understanding results, development of skills to apply in the workplace based on results. (30% of grade)

Two writing/commenting assignments assess knowledge of EI theory in the workplace and as a professional skill set. Once completed paper is published, students review each other's work; provide feedback indicating knowledge of course concepts in relation to writing assignment content. (40% of grade)

Rubrics are applied to assess quality of course project, writing and commenting assignments.

Unit quizzes comprise 30% of the final grade; include short answer and essay questions.