

Brief Syllabus
37:575:345 Organizational Behavior and Work

Course Description:

Behavior by individuals and groups in the workplace; group and inter-group dynamics; organizational culture, structure, and change; leadership, employee motivation, job performance, and feedback.

Important information:

This class is suitable for all students, whether or not they are a major or minor. It is offered both online and in person. It is a core course in the HRM major, as well as counting toward all the majors and minors offered by the Labor Studies and Employment Relations Department. It is offered both online and in-person.

Learning Objectives. The student is able to:

Labor Studies and Employment Relations Department:

- Analyze the degree to which forms of human difference shape a person's experience of, and perspectives on, work (Goal 6).
- Work productively in teams, in social networks, and on an individual basis (Goal 13).

School of Management and Labor Relations:

- Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Goal VI).
- Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations (Goal VII).

Assessment of student success in meeting learning objectives:

Interaction skills are developed and assessed through a series of group exercises.

Additionally a rubric is applied to particular essay or short answer questions on the final exam related to conceptualization of these skills and to relevant background information.

In addition, grades are also based on student performance on discussions, short written assignments, and objective items on exams.