# Minnesota State University Moorhead

# **MGMT 451: Organizational Behavior**

## A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites:

This course requires the following prerequisite MGMT 260 - Principles of Management

Corequisites: None MnTC Goals: None

Studies the interaction of individuals and groups in business organizations. The course focuses on providing insights into individual, group, and organizational processes.

### **B. COURSE EFFECTIVE DATES:** 06/01/1995 - Present

#### C. OUTLINE OF MAJOR CONTENT AREAS

- 1. Managing people in a global economy
- 2. Influence, power, and politics
- 3. Communication and Leadership
- 4. Managing organizational learning
- 5. Planning and development
- 6. Organizational culture and its implications
- 7. Cross-cultural and change management
- 8. Motivational Theory
- 9. How to improve performance
- 10. Teambuilding and effective groups
- 11. Decision-making
- 12. Conflict resolution and negotiation

## **D. LEARNING OUTCOMES (General)**

- 1. Students will examine the interplay and role of individual behavior, team or group behavior, and organizational behavior on organizational success.
- 2. Students will explore elements that impact their personal communication, perception, values, motivation and frustration within organizational settings.
- 3. Students will appraise the value of individual differences and the impact these differences have on group dynamics and on organizational goal attainment.
- 4. Students will experience and interpret team and group dynamics with an objective to enhance their personal effectiveness and leadership in team settings.
- 5. Students will investigate the roles of creativity, innovation, power, stress, organizational change and organizational culture and design upon organizational effectiveness.

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

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# F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

# **G. SPECIAL INFORMATION**

None noted

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