COURSE OUTLINE
Sandra Bolt, 3/13/2008

DEPARTMENT: Academic Programs
CURRICULUM: Associate of Arts
COURSE TITLE: Organizational Behavior
COURSE NUMBER: SOC 253
TYPE OF COURSE: Academic Transfer
Special Requirement Met: None
AREA(S) OF KNOWLEDGE: Individuals, Cultures and Society
COURSE LENGTH: 1 quarter
CREDIT HOURS: 5
LECTURE HOURS: 55
LAB HOURS: 0
CLASS SIZE: 25
PREREQUISITES: COMPASS: Writing: 68, Reading: 81

COURSE DESCRIPTION:
Organizational behavior as seen through sociological theory. Concepts show how managers can improve organizational effectiveness by attending to the human side of the enterprise. Topics such as: leadership, conflict theory, motivation, social interaction theory, power, politics, group dynamics and organizational design are examined for the effects on employees and their performance.

STUDENT LEARNING OUTCOMES ADDRESSED:

1. Communication – Read and listen actively
SOC 253: Organizational Behavior
March 2008

STUDENT LEARNING OUTCOMES (CONT):

2. Human relations – Use social interactive skills to work in groups effectively. Recognize the diversity of cultural influences and values.
3. Personal Responsibility – Be motivated and able to continue learning and adapt to change. Value one’s own skills, abilities, ideas and art
4. Information Literacy – Access and evaluate information

GENERAL COURSE OBJECTIVES:

At the end of the course the student will:

1. Develop strategies for building effective relationships, both in a diverse work area and in the social milieu.
2. Analyze the development of management and its effects on management today.
3. Explain the various leadership styles and their implication for the supervisor and subordinate.
4. Demonstrate knowledge of organizational behavior concepts to understand how these influence attitudes and behaviors at work.
5. Apply organizational behavior concepts to real world problems faced by managers daily.
6. Develop skills in the areas of teamwork, persuasion, delegation, decision making and oral and written communication.
7. Understand the theory and application of questions asked in ethical decision-making.
8. Define organizational politics.
9. Understand the theoretical basis of organizational development and its effects on organizational performance.
10.

TOPICAL OUTLINE: APPROX. HOURS: 5 per topic

I. Introduction: What is Organizational Behavior and The Key Issues Impacting it?
II. Individual Behavior and Learning in Organizations to include Perceptions and Personality.
III. Attitudes, Self-Concept, Values and Ethics
IV. Motivation, the Key to Performance
V. Teams: Dynamics, Leadership, Problem-solving, Decision-making and Creativity
VI. Interpersonal and Organizational Communication
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TOPICAL OUTLINE (CONT):

VII. Ethics, Power and Politics
VIII. Networking and Negotiating
IX. Leading and Trust
X. Organizational Change and Culture

REVISED BY: Sandra Bolt
DATE: March 2008
## SSCC Student Learning Outcomes

<table>
<thead>
<tr>
<th>SLO #</th>
<th>Included in Course Objective Number</th>
<th>SSCC Student Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 1.1</td>
<td>2, 6</td>
<td>Communication - Read and listen actively</td>
</tr>
<tr>
<td>SLO 1.2</td>
<td>3, 6, 8</td>
<td>Communication - Speak and write effectively</td>
</tr>
<tr>
<td>SLO 2.1</td>
<td></td>
<td>Computation - Use mathematical operations</td>
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<tr>
<td>SLO 2.2</td>
<td></td>
<td>Computation - Apply quantitative skills</td>
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<tr>
<td>SLO 2.3</td>
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<td>Computation - Identify, interpret, and utilize higher level mathematical and cognitive skills</td>
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<tr>
<td>SLO 3.1</td>
<td>1</td>
<td>Human Relations - Use social interactive skills to work in groups effectively</td>
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<tr>
<td>SLO 3.2</td>
<td>1, 4</td>
<td>Human Relations - Recognize the diversity of cultural influences and values</td>
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<tr>
<td>SLO 4.1</td>
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<td>Critical Thinking and Problem Solving -</td>
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<td>SLO 5.1</td>
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<td>Technology - Select and use appropriate technological tools</td>
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<tr>
<td>SLO 6.1</td>
<td>5</td>
<td>Personal Responsibility - Be motivated and able to continue learning and adapt to change</td>
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<tr>
<td>SLO 6.2</td>
<td>9</td>
<td>Personal Responsibility - Value one's own skills, abilities, ideas and art</td>
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<tr>
<td>SLO 6.3</td>
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<td>Personal Responsibility - Take pride in one's work</td>
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<td>SLO 6.4</td>
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<td>Personal Responsibility - Manage personal health and safety</td>
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<td>SLO 6.5</td>
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<td>Personal Responsibility - Be aware of civic and environmental issues</td>
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<tr>
<td>SLO 7.1</td>
<td>4, 5, 6</td>
<td>Information Literacy - Access and evaluate information</td>
</tr>
<tr>
<td>SLO 7.2</td>
<td></td>
<td>Information Literacy - Use information to achieve personal, academic, and career goals, as well as to participate in a democratic society</td>
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</table>

**PREPARED BY:** Tom Griffith  
**DATE:** July 2010