

Northern Marianas College
CURRICULUM ACTION REQUEST

Effective Semester / Session: Fall 2015

Type of Action:

- New
- Modification
- Move to Inactive (Stop Out)
- Cancellation

Course Alpha and Number: OB 400

Course Title: Organizational Theory & Behavior

Reason for initiating, revising, or canceling:

This introductory course is a requirement in the Bachelor of Science in Business Management. Organizational Theory and Behavior examines the theoretical frameworks developed to aid in understanding how organizations are structured and operate. The study of organization theory also examines how people interact and work together within an organizational setting. The underlining purpose of this course is for students to explore and understand the classical and contemporary organizational theory and behavior literature and how these should be integrated in the organization.


Barbara Hunter

4/24/15

Proposer

Date


Chavel Green

04/24/15

Department Chair

Date


Barbara K. Merfalen

5/1/15

Dean of Academic Programs and Services

Date

Northern Marianas College

Course Guide

Course: OB 400 Organizational Theory & Behavior

1. Department

Business

2. Purpose

This introductory course is a requirement in the Bachelor of Science in Business Management. Organizational Theory and Behavior examines the theoretical frameworks developed to aid in understanding how organizations are structured and operate. The study of organization theory also examines how people interact and work together within an organizational setting. The underlining purpose of this course is for students to explore and understand the classical and contemporary organizational theory and behavior literature and how these should be integrated in the organization.

3. Description

A. Required/Recommended Textbook(s) and Related Materials

Required:

Griffin, W. R., & Moorhead, G. (2014). *Organizational Behavior: Managing People and Organizations. 11th Ed.* Cengage publishers.

Readability Level: College Level

B. Contact Hours

1. **Lecture:** 3 hours per week / 45 hours per semester
2. **Lab:** None
3. **Other:** None

C. Credits

1. **Number:** 3
2. **Type:** Regular degree credits

D. Catalogue Course Description

This course emphasizes that organizations are the medium through which work in business occurs. Thus, in order for students to become effect managers, they must gain a fundamental understanding of the nature of organizations and the various factors that influence human behavior within them. Students will examine classical and contemporary readings on organizational theory to introduce them to the various perspectives on the structure and behavior of the organizations that they inhabit daily. The course will provide students with the basic foundation for the development of their knowledge of the structure, design, managerial challenges, and processes of the environment in today's organization. Prerequisite: Must complete 60 credit hours to

Northern Marianas College Course Guide

Course: OB 400 Organizational Theory & Behavior

maintain junior level. English Placement Level: EN 202. Math Placement Level: MA 61.(Offered: Fall).

E. Degree or Certificate Requirements Met by Course

A "C" grade or better in this course satisfies a core course requirement in Northern Marianas College Bachelor of Science in Business Management.

F. Course Activities and Design

Course activities include lecture, discussions, homework assignments, test, quizzes, and a final exam.

4. Course Prerequisite(s); Concurrent Course Enrollment; Required English/Mathematics Placement Level(s)

Prerequisites: Must complete 60 credit hours to maintain junior level.

English Placement Level: EN 202

Math Placement Level: MA 161

5. Estimated Cost of Course; Instructional Resources Needed

Cost to the College: Instructor's salary.

Cost to the Student: Tuition for a 3-credit hour course, Lab Fees and the cost of the textbook.

Instructional resources needed for this course include, overhead projector, TV/VCR, videotaped programs, library books, and dry-erase board/markers.

6. Method of Evaluation

Student's grades will be based on the regular letter grade system as described below:

A: Excellent-grade points:	4.0
B: Above average-grade points:	3.0
C: Average-grade points:	2.0
D: Below average-grade points:	1.0
F: Failure-grade points:	0.0

NMC's grading and attendance policies will be followed.

Northern Marianas College

Course Guide

Course: OB 400 Organizational Theory & Behavior

7. Course Outline

This is a topical outline and does not necessarily indicate the sequence in which the material will be presented.

1.0 Introductory Concepts

- 1.1 An introduction to the study of organizations
- 1.2 The contexts of contemporary organizations

2.0 Individual Characteristics

- 2.1 Personality, intelligence, and aptitude
- 2.2 Perception
- 2.3 Attitudes and emotions

3.0 The Interpersonal Level

- 3.1 Groups, teams and team working
- 3.2 Leaders and leadership: the foundations
- 3.3 Leaders and leadership: contingency theory and recent Approaches
- 3.4 Power politics, and conflict
- 3.5 Organizational communication

4.0 The Interpersonal Level (Individual Processes)

- 4.1 Memory and learning
- 4.2 Work motivation: process theories
- 4.3 Individual decision making
- 4.4 Work stress and work-life balance

5.0 The Organizational Level

- 5.1 Organizational goals and effectiveness
- 5.2 Organizational structure: Basic concepts
- 5.3 Organizational design
- 5.4 Organizational control
- 5.6 Organizational cultures and climates
- 5.7 Organizational change and development

8. Instructional Goals

This course will introduce students to:

- 1.0 The major theories of organizational behavior;
- 2.0 Organizational design options;
- 3.0 Organizational risks, uncertainty, complexity, and reliability;

Northern Marianas College

Course Guide

Course: OB 400 Organizational Theory & Behavior

- 4.0 Different methods of communication in the organization;
- 5.0 Different challenges in the organization;
- 6.0 How the different attitudes, personality, perception, and learning impact on human behavior in the organization;
- 7.0 Political and cultural requirements in the organization;
- 8.0 The concept of change and transformation inside the organization;
and
- 9.0 Mechanisms in place for inter-organizational coordination.

9. Learning Outcomes

Upon successful completing of this course, students will be able to:

- 1.0 Recognize traditional organizational design options and their strengths and limitations;
- 2.0 Become aware of recent design options based on self-organizing and adaptive organizational systems;
- 3.0 Develop familiarity with the ideas of organizational risk, uncertainty, complexity, and reliability;
- 4.0 Recognize the structural and cultural characteristics common to highly-reliable organizations;
- 5.0 Identify the basic forms of communication networks, and the features that facilitates and impedes their effective functioning;
- 6.0 Recognize and describe the variety of mechanisms for inter-organizational coordination and the administrative, technical, and political challenges they pose;
- 7.0 Recognize organizational information processing and the relationships between information and various means of decision-making and learning;
- 8.0 Recognize and develop an appreciation for the behavioral, cultural, and political requirements of effective leadership; and

Northern Marianas College Course Guide

Course: OB 400 Organizational Theory & Behavior

9.0 Identify some of the conditions and techniques for organizational change and transformation.

10. Assessment Measures

Assessment of student learning may include, but not be limited to, the following:

- 1.0 Quizzes and Exams;
- 2.0 Peered Reviewed Case Studies;
- 3.0 Homework;
- 4.0 Research Assignments;
- 5.0 Class Participation; and
- 6.0 Oral Presentations.