

**College of Micronesia-FSM
Course Outline**

GENERAL INFORMATION:

Course number and title: BA340 Organizational Behavior		
Campus: National	Initiator: George Mangonon and Jean-Pierre Lukusa	Date Initiated: June 1, 2021
Course description: This course examines the psychological aspects of management as it applies to the organization and its people. Emphasis is on individual behavior, social and group behavioral patterns, leadership and influence processes, and organizational processes and characteristics. The student will conduct research on behavioral practices of an existing local or global business organization and present the findings and analysis.		

COURSE HOURS/CREDITS:

	Hours per Week		No. of Weeks		Total Hours		Semester Credits
Lecture	3	x	16	x	48	=	3
Laboratory		x		x		=	
Workshop		x		x		=	
			Total Semester		Credits		3

PURPOSE OF COURSE:



- Degree requirement
- Degree elective
- Certificate
- Other

PREREQUISITES:

BA260 Fundamentals of Management

PSLOs OF OTHER PROGRAMS THIS COURSE MEETS:

PSLO#	Program
None	

CC Chair signature:  Date recommended: Jan 18, 2024
 VPIA signature:  Date approved: January 29, 2024

1) INSTITUTIONAL STUDENT LEARNING OUTCOMES (Check all that apply)

<input type="checkbox"/>	1. Effective oral communication: capacity to deliver prepared, purposeful presentations designed to increase knowledge, to foster understanding, or to promote change in the listeners' attitudes, values, beliefs, or behaviors.
<input checked="" type="checkbox"/>	2. Effective written communication: development and expression of ideas in writing through work in many genres and styles, utilizing different writing technologies, and mixing texts, data, and images through iterative experiences across the curriculum.
<input type="checkbox"/>	3. Critical thinking: a habit of mind characterized by the comprehensive exploration of issues, ideas, artifacts, and events before accepting or formulating an opinion or conclusion.
<input checked="" type="checkbox"/>	4. Problem solving: capacity to design, evaluate, and implement a strategy to answer an open-ended question or achieve a desired goal.
<input type="checkbox"/>	5. Intercultural knowledge and competence: a set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts.
<input checked="" type="checkbox"/>	6. Information literacy: the ability to know when there is a need for information, to be able to identify, locate, evaluate, and effectively and responsibly use and share that information for the problem at hand.
<input checked="" type="checkbox"/>	7. Foundations and skills for life-long learning: purposeful learning activity, undertaken on an ongoing basis with the aim of improving knowledge, skills, and competence.
<input type="checkbox"/>	8. Quantitative Reasoning: ability to reason and solve quantitative problems from a wide array of authentic contexts and everyday life situations; comprehends and can create sophisticated arguments supported by quantitative evidence and can clearly communicate those arguments in a variety of formats.

2) PROGRAM STUDENT LEARNING OUTCOMES (PSLOs): The student will be able to:

1. Apply skills concepts and techniques in main functional areas of business and accounting;
2. Interpret and use quantitative techniques in solving business problems and decision-making using technological tools;
3. Develop and apply effective intercultural oral and written communication skills appropriate for business; and
4. Recognize and assess basic legal, environmental, and ethical challenges confronting businesses in general.

3) COURSE STUDENT LEARNING OUTCOMES (CSLOs) (General): The student will be able to:

1. Integrate contextual perspectives, theories, and concepts to organizational behavior;
2. Analyze the impact of social and group processes, and other internal and external factors in organizational behavior;
3. Examine the influence of leadership, power, and management to organizational behavior; and
4. Evaluate organizational behavior elements and issues of an existing organization reflected into a written research with analysis.

4) COURSE STUDENT LEARNING OUTCOMES (CSLOs) (Specific): The student will be able to:

CSLO (General) 1: Integrate contextual perspectives, theories, and concepts to organizational behavior.			
Student Learning Outcome (specific)	ISLO	PSLO	Assessment Strategies
1.1. Develop basic management competencies and essential skills that comprise the management process into organizational behavior.	4, 6, 7	4	The student will complete a written assignment graded with a rubric focused on developing basic management competencies and essential skills that comprise the management process into organizational behavior.
1.2. Formulate an analysis of emerging ethical perspectives and corporate governance that define contemporary organizational behavior.	4, 6, 7	4	The student will complete a written assignment graded with a rubric focused on formulating an analysis on emerging ethical perspectives and corporate governance that define contemporary organizational behavior.
1.3. Develop core theories and concepts of individual characteristics, attributes, and responses that contribute to the understanding of some fundamental issues underlying organizational behavior.	4, 6, 7	4	The student will complete a written assignment graded with a rubric focused on developing core theories and concepts of individual characteristics, attributes, and responses that contribute to the understanding of some fundamental issues underlying organizational behavior.
CSLO (General) 2: Analyze the impact of social and group processes and other internal and external factors in organizational behavior.			
Student Learning Outcomes (specific)	ISLO	PSLO	Assessment Strategies

2.1. Outline the stages of team development and performance factors in the acquisition of important team competencies.	4, 6, 7	4	The student will complete a group assignment graded with a rubric focused on outlining the stages of team development and performance factors in the acquisition of important team competencies.
2.2. Correlate group decision making and creativity with effective problem-solving in an organizational setup.	4, 6, 7	4	The student will complete a group assignment graded with a rubric focused on correlating group decision making and creativity with effective problem-solving in an organizational setup.
2.3. Appraise roles of organizational communication and interpersonal conflict management strategies in ensuring an effective and responsive organization.	4, 6, 7	4	The student will complete a group assignment graded with a rubric focused on appraising roles of organizational communication and interpersonal conflict management strategies in ensuring an effective and responsive organization.

CSLO (General) 3: Examine the influence of leadership, power, and management to organizational behavior.

Student Learning Outcomes (specific)	ISLO	PSLO	Assessment Strategies
3.1. Examine traditional and modern leadership approaches and their merits to organizational behavior.	4, 6, 7	4	The student will complete a written assignment graded with a rubric focused on examining traditional and modern leadership approaches and their merits to organizational behavior.
3.2. Demonstrate how power, influence, and politics in organizations affect employee performance behaviors and work engagement.	4, 6, 7	4	The student will complete a written assignment graded with a rubric focused on demonstrating how power, influence, and politics in organizations affect employee performance behaviors and work engagement.
3.3. Demonstrate how organizational characteristics influence managerial and organizational effectiveness.	4, 6, 7	4	The student will complete a written assignment graded with a rubric focused on demonstrating how organizational characteristics influence managerial and organizational effectiveness.

CSLO (General) 4: Evaluate organizational behavior elements and issues of an existing organization reflected into a written research with analysis.			
Student Learning Outcomes (specific)	ISLO	PSLO	Assessment Strategies
4.1. Assess organizational behavior elements and issues of an existing organization.	2, 4, 6, 7	4	The student will complete a written report graded with a rubric focused on assessing organizational behavior elements and issues of an existing organization.
4.2. Measure the identified organizational behavior elements of an existing business organization vis-à-vis the concepts and perspectives learned in the entire course.	2, 4, 6, 7	4	The student will complete a written report graded with a rubric focused on measuring the identified organizational behavior elements of an existing business organization vis-à-vis the concepts and perspectives learned in the entire course.
4.3. Assess by means of a research paper the practices of an existing organization versus the standard organizational practices.	2, 4, 6*, 7	4	The student will complete a research paper graded with a rubric focused on assessing the practices of an existing organization versus the standard organizational practices. This will also serve as an authentic assessment strategy.

5) COURSE CONTENT:

- Introduction to Organizational Behavior
- Individual behaviors and processes in organizations
- Social and group processes in organizations
- Leadership and influence processes in organizations

6) METHOD(S) OF INSTRUCTION:

- | | |
|-----------------------------------------------------------------------|-----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Lecture | <input checked="" type="checkbox"/> Cooperative learning groups |
| <input type="checkbox"/> Laboratory | <input type="checkbox"/> In-class exercises |
| <input type="checkbox"/> Audio visual | <input type="checkbox"/> Demonstrations |
| <input checked="" type="checkbox"/> Other –Learning Management System | |

7) REQUIRED TEXT(S) AND COURSE MATERIALS:

- Griffin, Ricky W., Jean M. Phillips, and Stanley M. Gully. Organizational behavior: Managing people and organizations. Cengage Learning, 2020.(or most recent edition).
- Digital resources: Cengage MindTap Learning Management System (LMS).
- Computer with Internet access.

8) REFERENCE MATERIALS:

None

9) INSTRUCTIONAL COSTS:

None

10) EVALUATION:

Summative evaluation is accomplished by having the student complete the examinations and the final project (research paper with analysis).

The student will need at least a grade of “C” to pass the course.

11) CREDIT BY EXAMINATION:

None