

WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Survey of Organizational Dynamics
COURSE NUMBER: ORG 301

I. COURSE DESCRIPTION

This course explores the attitudes and behaviors (o)2(o)2 /Ns11(e)-1 (y)4 (o)8 (f)-4 (O)()4 (s)
Appreciate the role of psychology and sociology in understanding workers, organizations and the workplace.

Learning Outcomes: Students will:

- A-1 Define organizational dynamics.
- A-2 Identify and explain the role of organizational dynamics professional in the workplace.
- A-3 Identify and explain the ~~the~~ goals of organizational dynamics (explanation, prediction and control) and the research methods used to obtain them.
- A-4 Identify preferred practices for understanding the three units of analysis within all organizational settings (individual, groups, system).

GOAL B:

Demonstrate understanding of organizational dynamics in the development of the individual employee.

Learning Outcomes: Students will:

- B-1 Describe the role that individual behavior plays in organizational performance.
- B-2 Identify 3 major theories of personality and discuss their influence on organizational behavior.
- B-3 Distinguish personal, shared, espoused and enacted values and explain why value congruence is important in organizations.
- B-4 Explain how moral intensity, ethical sensitivity, and the situation influence ethical behavior.
- B-5 Outline the perceptual process and the ways to improve it, with specific application to organizational situations.
- B-6 Define job satisfaction and organizational commitment and describe strategies for increasing both.
- B-7 Define stress and identify 5 ways to manage it in the workplace.
- B-8 Summarize 4 employee motivation theories and their contribution to the field of employee motivation.
- B-9

GOAL D:

Demonstrate an understanding of the processes that impact the overall effectiveness of the organization.

Learning Outcomes: Students will:

- D-1 Identify 4 characteristics of external environments and discuss the preferred organizational structure for each environment.
- D-2 Identify 3 functions of organizational culture and discuss the conditions under which organizational culture strength improves organizational performance.
- D-3 Outline 6 reasons why people resist organizational change and 6 strategies for minimizing the resistance.
- D-4 Discuss 3 ethical issues in organizational change.

GOAL E:

Use appropriate written and oral communication skills.

Learning Outcomes: Students will:

- E-1 Communicate information orally in a logical and grammatical manner.
- E-2 Present written information using standard APA style.