

WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Organizational Behavior, Change and Development
COURSE NUMBER: ORG 311

I. COURSE DESCRIPTION

The success and survival of any organization depends on the ability to adapt to change. This course reviews the challenges inherent in overcoming people's resistance to change as a key factor and determinant of organizational effectiveness. Topics will include incremental change and quantum change. Strategic ~~planned~~ change process will be discussed. Organizational development techniques will be viewed as effective tools for getting people to adapt to change. Projects will include case studies, role playing, and group discussions.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:

Understand the business imperative for ongoing change in today's organizations.

Learning OutcomesThe student will:

- A-1 Explain economic and cultural changes from the agricultural to industrial age to the information and global economy.
- A-2 Describe external and internal pressures driving organizational change.
- A-3 Identify, at a minimum, one successful and one unsuccessful business change intervention from a Human Resources model with the behavioral/social continuum.
- A-4 Describe the evolving "social" contract and projected trends in the employer and employee relationship.

GOAL B:

Demonstrate and appreciate the role of behavioral/social sciences' contribution toward organizational change and a working understanding of individual and organizational change processes:

Learning Outcomes: The student will:

B-1 Describe individual change from a behavioral perspective.

B-2

D-5 Evaluate end results with recommendations for going forward.

GOAL E:

Use appropriate written and oral communication skills

Learning OutcomesThe student will:

- E-1 Communicate information orally in a meaningful, logical and grammatical manner.
- E-2 Participate in an online learning community using reflective ideas and critical analysis around your classroom discussions and readings.
- E-3 Practice respectful and meaningful communication in class and online.
- E-4 Submit two writing assignments, using correct American Psychological Association (APA) style and formatting.
- E-5 Prepare and deliver a group presentation through online group collaboration.
- E-6 Explain qualitative differences between classroom and online learning.