

WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Culture of the Workplace
COURSE NUMBER: ORG 408

I. COURSE DESCRIPTION:

General patterns of beliefs, expectations, and values that influence workplace cultural behavior will be discussed. Organizational cultural behavior will be presented as the cognitive framework that consists of assumptions and values that are shared by the organization members. Issues of diversity and multiculturalism will be included.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:

Examine and understand the concept of organizational culture.

Learning Outcomes: The student will:

- A-1 Define organizational culture.
- A-2 Describe the difference between the study of culture and the study of organizational culture.
- A-3 Identify elements of organizational culture.
- A-4 Name major theories in the study of culture.

GOAL B:

Learn both theoretical and practitioner approaches to studying organizational culture.

Learning Outcomes: The student will:

- B-1 Name the differences between surface and underlying culture.
- B-2 Describe how culture is studied.
- B-3 Identify methods of cultural analysis.

GOAL C:

Learn methods and tools of thinking about and analyzing organizational culture.

Learning Outcomes: The student will:

- C-1 Apply a method of cultural analysis to a specific group or organization.
- C-2 Illustrate a cultural analysis tool using a group or organization.
- C-3 Relate how the method of studying culture influences the outcome of the analysis.

GOAL D:

Explain how organizational effectiveness influences organizational culture.

Learning Outcomes: The student will:

- D-1 Describe the major perspectives on the relationship between organizational culture and effectiveness.
- D-2 Explain the dimensions of an effective organizational culture.
- D-3 Relate the organizational analysis to organizational development.

GOAL E:

Synthesize the influence of leadership behaviors and organizational culture.

Learning Outcomes: The student will:

- E-1 Explain the leader as a "manager of meaning".
- E-2 Describe the symbolic dimensions of leadership.
- E-3 Analyze leadership and organizational culture.
- E-4 Describe the major tensions that influence communication and ethics.
- E-5 Relate ethical value tensions to organizational culture.

GOAL F:

Understand different types of organizational culture.

Learning outcomes: The student will:

- F-1 State the characteristics of different types of cultures.
- F-2 Collect examples of organizational cultures from business sources.
- F-3 Compare and contrast cultural characteristics of organizational sub-cultures.

GOAL G:

Understand how gender and diversity issues affect organizational culture and behaviors.

Learning outcomes: The student will:

- G-1 Explore how differences and values and cultural orientation impact organizational behavior.
- G-2 Examine one's own feelings toward people from different backgrounds.
- G-3