

# BUS R124: ORGANIZATIONAL BEHAVIOR

**Originator**

ptrujillo

**Co-Contributor(s)**
**Name(s)**

Fontenette, Tim (tfontenette)

Lynch , Alex (alynch)

**College**

Oxnard College

**Discipline (CB01A)**

BUS - Business

**Course Number (CB01B)**

R124

**Course Title (CB02)**

Organizational Behavior

**Banner/Short Title**

Organizational Behavior

**Credit Type**

Credit

**Start Term**

Fall 2021

**Catalog Course Description**

This course provides information about how people interact in organizations. Topics to be studied include individuals, interpersonal communication, decision making, group dynamics, human needs and motivation, leadership, ethical considerations, quality of work life, managing conflict and initiating change.

**Taxonomy of Programs (TOP) Code (CB03)**

0506.00 - \*Business Management

**Course Credit Status (CB04)**

D (Credit - Degree Applicable)

**Course Transfer Status (CB05) (select one only)**

A (Transferable to both UC and CSU)

**Course Basic Skills Status (CB08)**

N - The Course is Not a Basic Skills Course

**SAM Priority Code (CB09)**

C - Clearly Occupational

**Course Cooperative Work Experience Education Status (CB10)**

N - Is Not Part of a Cooperative Work Experience Education Program

**Course Classification Status (CB11)**

Y - Credit Course

**Educational Assistance Class Instruction (Approved Special Class) (CB13)**

N - The Course is Not an Approved Special Class

**Course Prior to Transfer Level (CB21)**

Y - Not Applicable

**Course Noncredit Category (CB22)**

Y - Credit Course

**Funding Agency Category (CB23)**

Y - Not Applicable (Funding Not Used)

**Course Program Status (CB24)**

1 - Program Applicable

**General Education Status (CB25)**

Y - Not Applicable

**Support Course Status (CB26)**

N - Course is not a support course

**Field trips**

Will not be required

**Grading method**

Letter Graded

**Does this course require an instructional materials fee?**

No

**Repeatable for Credit**

No

**Is this course part of a family?**

No

**Units and Hours**

**Carnegie Unit Override**

No

**In-Class**

**Lecture**

**Minimum Contact/In-Class Lecture Hours**

52.5

**Maximum Contact/In-Class Lecture Hours**

52.5

**Activity**

**Laboratory**

**Total in-Class**

**Total in-Class**

**Total Minimum Contact/In-Class Hours**

52.5

**Total Maximum Contact/In-Class Hours**

52.5

**Outside-of-Class****Internship/Cooperative Work Experience**

Paid

Unpaid

**Total Outside-of-Class****Total Outside-of-Class****Minimum Outside-of-Class Hours**

105

**Maximum Outside-of-Class Hours**

105

**Total Student Learning****Total Student Learning****Total Minimum Student Learning Hours**

157.5

**Total Maximum Student Learning Hours**

157.5

**Minimum Units (CB07)**

3

**Maximum Units (CB06)**

3

**Student Learning Outcomes (CSLOs)****Upon satisfactory completion of the course, students will be able to:**

- |   |  |
|---|--|
| 1 | Explain the basic concept of organizational behavior and its value in organizations.   |
| 2 | Identify what a group is and how the dynamics of groups influence their effectiveness. |
| 3 | Define the importance of interpersonal communication in organizations.                 |
| 4 | Explain the model of intuition and the ethical decision tree.                          |

**Course Objectives****Upon satisfactory completion of the course, students will be able to:**

- |    |   |
|----|---|
| 1  | Relate organizational behavior to organizational success.                                   |
| 2  | Identify and analyze current trends in organizational behavior.                             |
| 3  | Differentiate among different types of diversity and the benefits of each to organizations. |
| 4  | Discuss globalization and the cross-cultural challenges of the workplace.                   |
| 5  | Discuss the effects of physical and mental environments on workers.                         |
| 6  | Assess workplace behavior as a product of attitudes toward work.                            |
| 7  | Discuss elements that influence a person's perception.                                      |
| 8  | Evaluate emotional intelligence and relate it to individual performance.                    |
| 9  | Correlate the effects of motivation on performance.   |
| 10 | Compare and contrast groups and teams and explain group dynamics.                           |
| 11 | Describe the various types of conflict.   |
| 12 | Articulate the meaning and importance of organizational culture.                            |

## Course Content

### Lecture/Course Content

1. Organizational Behavior and Management
2. Managing Global and Workforce Diversity
3. Foundations of Individual Behavior
4. Motivation in Organizations
5. Job Design and Work Structures
6. Goal Setting, Performance Management, and Rewards
7. Communication in Organizations
8. Group Dynamics
9. Using Teams in Organizations
10. Leadership Models and Concepts
11. Leadership and Influence Processes
12. Decision Making and Negotiation
13. Organization Design
14. Organization Culture
15. Organization Change and Development

### Laboratory or Activity Content

None

## Methods of Evaluation

**Which of these methods will students use to demonstrate proficiency in the subject matter of this course? (Check all that apply):**

Problem solving exercises  
Written expression

**Methods of Evaluation may include, but are not limited to, the following typical classroom assessment techniques/required assignments (check as many as are deemed appropriate):**

Computational homework  
Objective exams  
Problem-solving exams

## Instructional Methodology

**Specify the methods of instruction that may be employed in this course**

Class activities  
Class discussions  
Case studies  
Distance Education  
Group discussions  
Lecture

**Describe specific examples of the methods the instructor will use:**

The instructional methodology will include lectures, class discussions, case studies, and studying actual business problems. Course materials will use current examples of existing business problems to encourage classroom discussion and enhance the learning experience. Multi-media presentations, guest speakers, and group activities may also be used as methods of instruction.

## Representative Course Assignments

### Writing Assignments

1. Answers to discussion questions in the text related to business management.
2. Summary and analysis of other readings as it applies to workplace situations.
3. Essays on assigned topics on ethical issues as it relates to workplace situations.

### **Critical Thinking Assignments**

1. Case Studies in which students have to answer problem solving and situation-identifying questions
2. Group think assignments where the students are given workplace situations and the students must make decisions on how to move forward

### **Reading Assignments**

1. Students will be assigned readings from the class text in addition to supplementary readings from newspapers and periodicals.
2. Students may be evaluated via test, quizzes or homework assignments on the various class reading assignments.
3. Assignments will include instructor-generated assignments on content, such as the skill set and cases on workplace behavior.

### **Other assignments (if applicable)**

1. Assigned readings from the text and other sources as appropriate related to workplace behavior issues.
2. Problem solving using business cases.
3. Preparing for class discussion.

### **Outside Assignments**

#### **Representative Outside Assignments**

1. Students are assigned weekly reading homework and lesson questions that must be answered and submitted.

**District General Education**

**A. Natural Sciences**

**B. Social and Behavioral Sciences**

**C. Humanities**

**D. Language and Rationality**

**E. Health and Physical Education/Kinesiology**

**F. Ethnic Studies/Gender Studies**

**CSU GE-Breadth**

**Area A: English Language Communication and Critical Thinking**

**Area B: Scientific Inquiry and Quantitative Reasoning**

**Area C: Arts and Humanities**

**Area D: Social Sciences**

**Area E: Lifelong Learning and Self-Development**

**CSU Graduation Requirement in U.S. History, Constitution and American Ideals:**

**IGETC**

**Area 1: English Communication**

**Area 2A: Mathematical Concepts & Quantitative Reasoning**

**Area 3: Arts and Humanities**

**Area 4: Social and Behavioral Sciences**

**Area 5: Physical and Biological Sciences**

**Area 6: Languages Other than English (LOTE)**

**Textbooks and Lab Manuals**

**Resource Type**

Textbook

**Classic Textbook**

Yes

**Description**

*Organizational Behavior: A Practical, Problem Solving Approach 2<sup>nd</sup> edition* - Kinicki, McGraw-Hill (2018)

---

**Resource Type**

Websites

**Description**

McGraw-Hill Connect

---

## Library Resources

Sufficient Library Resources exist

Yes

## Distance Education Addendum

### Definitions

#### Distance Education Modalities

Hybrid (51%–99% online)  
Hybrid (1%–50% online)  
100% online

### Faculty Certifications

Faculty assigned to teach Hybrid or Fully Online sections of this course will receive training in how to satisfy the Federal and state regulations governing regular effective/substantive contact for distance education. The training will include common elements in the district-supported learning management system (LMS), online teaching methods, regular effective/substantive contact, and best practices.

Yes

Faculty assigned to teach Hybrid or Fully Online sections of this course will meet with the EAC Alternate Media Specialist to ensure that the course content meets the required Federal and state accessibility standards for access by students with disabilities. Common areas for discussion include accessibility of PDF files, images, captioning of videos, Power Point presentations, math and scientific notation, and ensuring the use of style mark-up in Word documents.

Yes

### Regular Effective/Substantive Contact

#### Hybrid (1%–50% online) Modality:

Method of Instruction	Document typical activities or assignments for each method of instruction
Face to Face (by student request; cannot be required)	Student will attend, participate (verbal and nonverbal) and engage during class periods
E-mail	Student will have the ability and option to email the instructor with questions or concerns they may have in the class
Telephone	Student will have the ability and option to call or schedule a telephone call with the instructor

#### Hybrid (51%–99% online) Modality:

Method of Instruction	Document typical activities or assignments for each method of instruction
Face to Face (by student request; cannot be required)	Student will attend, participate (verbal and nonverbal) and engage during class periods
Asynchronous Dialog (e.g., discussion board)	Students must show participation in online discussions in Canvas. To receive any credit for the discussion, a student must post their own original input/thoughts from the original discussion question posted. After this is completed by the first deadline, the student has the ability to earn the remaining points for the particular discussion by replying to a fellow student's post, asking or answering questions and/or expanding on agreeable entries
Telephone	Student will have the ability and option to call or schedule a telephone call with the instructor
E-mail	Student will have the ability and option to email the instructor with questions or concerns they may have in the class

**100% online Modality:**

<b>Method of Instruction</b>	<b>Document typical activities or assignments for each method of instruction</b>
Asynchronous Dialog (e.g., discussion board)	Students must show participation in online discussions in Canvas. To receive any credit for the discussion, a student must post their own original input/thoughts from the original discussion question posted. After this is completed by the first deadline, the student has the ability to earn the remaining points for the particular discussion by replying to a fellow student's post, asking or answering questions and/or expanding on agreeable entries
Video Conferencing	Student will attend, participate (verbal and nonverbal) and engage in video conferences for the class. Students are not required to have their video turned on.
Face to Face (by student request; cannot be required)	Student will attend, participate (verbal and nonverbal) and engage during class periods
Other DE (e.g., recorded lectures)	Students will have access to previously recorded lectures on the Power Point presentations for the class
Telephone	Student will have the ability and option to call or schedule a telephone call with the instructor
E-mail	Student will have the ability and option to email the instructor with questions or concerns they may have in the class

**Examinations****Hybrid (1%–50% online) Modality**

Online

**Hybrid (51%–99% online) Modality**

Online

**Primary Minimum Qualification**

BUSINESS

**Review and Approval Dates****Department Chair**

09/14/2020

**Dean**

09/14/2020

**Technical Review**

10/28/2020

**Curriculum Committee**

10/28/2020

**Curriculum Committee**

12/09/2020

**CCCCO**

MM/DD/YYYY

**Control Number**

CCC000570462

**DOE/accreditation approval date**

MM/DD/YYYY