

**University of Arkansas – Fort Smith
5210 Grand Avenue
P.O. Box 3649
Fort Smith, AR 72913
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General Syllabus

MGMT 3153 Organizational Behavior

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisites: Admission to the College of Business or consent of instructor

Effective Catalog: 2018-2019

I. Course Information

A. Catalog Description

An interdisciplinary study of the relationships of individuals and groups within the context of the organization, blending concepts drawn from psychology, sociology, philosophy, and communication theory with basic managerial concepts.

II. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Apply and evaluate techniques to manage Organizational Change.
2. Solve business problems using Collaborative Practices.
3. Analyze and assess Individual Responsibilities in Organizations and Society.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Analytical Skills

Critical Thinking Skills - Students will use critical thinking skills to identify problems/issues and develop solutions/analysis.

Communication Skills (written and oral)

Students will compose coherent documents appropriate to the intended audience, effectively communicate orally in a public setting, and develop effective listening skills.

Ethical Decision Making

Students will identify ethical dilemmas and the affected parties and apply ethical

frameworks to resolve a variety of ethical dilemmas.

Global and Cultural Perspectives

Students will appreciate and reflect upon cultural differences and their implications for interacting with people from cultures other than their own.

III. Major Course Topics

1. Managing People in a Global Economy
2. Organizational Culture, Socialization and Mentoring
3. Designing Motivating Jobs
4. Social Perception, Diversity and Individual Differences
5. Improving Performance with Feedback, Rewards and Positive Reinforcement
6. Groups and Teamwork
7. Managing Conflict
8. Organizational Communication
9. Influence, Power and Politics
10. Leadership