Organizational Behavior

This program of interdisciplinary study prepares students who wish to more fully understand organizations and the behaviors of people within them. It may be combined with elective study in management, psychology, or other disciplines, and forms a foundation for students who are interested in managing organization change initiatives. This major also prepares students who wish to undertake graduate study in various areas of organization studies or management.

Graduation Requirements

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<th>General Education Requirements</th>
<th>Organizational Behavior Major Core Requirements</th>
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<tr>
<td>ENG 1110 - First Year Composition</td>
<td>These are the classes you MUST take:</td>
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<tr>
<td>CTA 1102 - Human Communication</td>
<td>ENG 3364/MGT 3150 - Management Communication: Written</td>
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<tr>
<td>I. Cultural Diversity (4 cr)</td>
<td>HIS/WMS 2231 - Cultural Anthropology</td>
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<tr>
<td>II. Social Sciences (4 cr)</td>
<td>MGT 3240 - Human Resource Management</td>
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<tr>
<td>IIIa. World Language (4 cr) (exempt if 3 yrs in HS)</td>
<td>MGT 3550 - Organizational Behavior</td>
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<tr>
<td>IIIb. World Language (4 cr) (exempt if 3 yrs in HS)</td>
<td>MGT 3560 - Organization Development</td>
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<td>IV. Literature (4 cr)</td>
<td>MGT 4150 - Management Communications: Oral</td>
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<td>V. Analytical Reasoning (4 cr)</td>
<td>MGT 4261 - Team Development</td>
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<tr>
<td>VI. Natural Science (4 cr)</td>
<td>MGT 4262 - Training and Development</td>
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<td>VII. History (4 cr)</td>
<td>SOC 1125 - Basic Concepts and Principles of Sociology</td>
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<td>VIII. Fine Arts (4 cr)</td>
<td>PHL 3354 - Management Ethics</td>
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<tr>
<td>IX. Philosophy (4 cr)</td>
<td>PSY 3216 - Personality</td>
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<td>X. Religious Studies (4 cr)</td>
<td>PSY 3327 - Social Psychology</td>
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<td>XI. Writing Intensive - Upper Division (4 cr)</td>
<td>PSY 3328 - Behavior Management</td>
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Organizational Behavior Minor

A minor in OB requires at least 20 credits of Management and Psychology courses and MUST include:

- MGT 3550 - Organizational Behavior
- MGT 3560 - Organization Development
- MGT 4261 - Team Development
- SOC 1125 - Basic Concepts and Principles of Sociology
- OR
- PSY 3327 - Social Psychology
- AND
- PSY 3216 – Personality (2 cr)
- and
- PSY 3328 - Behavior Management (2 cr)
Course Descriptions

Major Core Requirements

ENG 3364/MGT 3150: Management Communication: Written 4 cr
Emphasis on the writing process as appropriate to the management situation. Students complete a series of writing assignments including letters, memos, proposals, problem-solving reports, informational reports and group wiring projects. The emphasis is on audience adaptation, clarity of purpose, adequacy of support and correct format. Students will be introduced to writing for electronic media. Students must be juniors and have some professional experience before enrolling. Prerequisite: ENG 1110 or competency.

HIS/WMS 2231: Cultural Anthropology 4 cr
Comparative and contextual study of the diversity and similarity in human behaviors and sociocultural adaptations as these occur throughout the world. This course studies anthropological concepts as tools of analysis in understanding culture, powerful "roles" of culture, cultural patterns and factors leading to culture change.

MGT 3240 Human Resource Management 4 cr
Provides an in-depth exposure to the major areas of human resource management including recruiting, selection, training, motivation, appraisal, planning, labor relations and compensation.

MGT 3550: Organizational Behavior 4 cr
Explores the behavior of people within organizations in terms of the factors that most influence it. These include factors related to individuals, groups and the larger organization system. The course relies heavily on experiential learning as a means of teaching students how to apply lessons in organizational settings. Prerequisites: Junior status or permission of instructor.

MGT 3560: Organization Development 4 cr
Introduces students to the theories and practice of organization development and how organizations plan and facilitate the change process. Emphasis will be on understanding the drivers of change, stages of transition management, dealing with resistance to change, organizational culture, and change agent skills. Cases and work experience will be used to highlight challenges.

MGT 4150: Management Communication: Oral 4 cr
Covers a wide array of subjects related to communicating in organizations, including: interpersonal communication, upward/downward/lateral communication, organizational structure, office and plant layout, effective business presentations, leadership in business meetings, interviewing and telephone usage.

MGT 4261: Team Development 4 cr
Examines the role of teams in organizations. It covers the decision to use teams, characteristics of effective teams, team building, styles of interaction, project planning, conflict, and evaluation. Students form teams to work on tasks and use them as a laboratory for understanding and changing team processes.

MGT 4262: Training and Development 4 cr
Provides an introduction to the function of training and development in organizations. It provides a theoretical and practical foundation for students conducting training activities including needs assessment, learning styles, curriculum and program design, use of instructional media and techniques, and evaluation.

PHL 3354: Management Ethics 4 cr
Study of the application of ethical principles to problems encountered in management. Confrontation of the problems is preceded by inquiry into the nature of human interaction in general, management in particular. Other topics include: obligations of the manager to a number of clients or spheres of responsibility, including employees and clients of the organization; rights and obligations of employers and employees; discrimination, liability and advertising.
PSY 3216: Personality 2 cr
Origins, explanations, assessment and modification of personality as described by major theories of personality, with attention to ethical practices. This course includes a focus on applications to coping and adjustment of the healthy personality, as well as applications for helping individuals recover normal functioning. Emphasis is on the interaction of the individual's personality traits with specific situations as the individual attempts to adapt to the environment. Active learning components include theory-based problem-solving and responding to a variety of personality instruments. Prerequisite: one course in general or developmental psychology.

PSY 3327: Social Psychology 4 cr
Explores the history, content, methods, and applications of social psychology as a scientific discipline. Topics include social psychological research methods, the importance of the person and the environment in predicting social behavior, errors in social judgments and decision making, attribution theories, obedience to authority, conformity, group processes, prejudice and discrimination, aggression, altruism, interpersonal attraction and sexuality and conflict and peacemaking. The most current applications of social psychology to law, the health professions, the clinic, business, and politics are discussed, with special emphasis on connections to students' own lives. Prerequisite: one course in general or developmental psychology.

PSY 3328: Behavior Management 2 cr
Examines the use of scientifically established principles of learning to promote behavior change. The use of operant and classical conditioning methods and their applications for a variety of human conditions are covered. Special emphasis is on the application of behavioral methods for health improvement and for stress management. Topics include positive and negative reinforcement, punishment, escape and avoidance, reinforcement schedules, modeling, desensitization, progressive relaxation. Prerequisite: one course in general or developmental psychology.

PSY 3330: Research Methods 4 cr
Overview of research process designed for upper division students interested in reading and/or conducting research. Topics include logic of scientific research, types of research, phases of a research study, designing experimental and correlational studies, sampling, quantitative and qualitative methods for collecting data, evaluation and writing of research reports and ethical issues.

SOC 1125: Basic Concepts and Principles of Sociology 4 cr
Study and application of sociological concepts and principles including development of the social self, status and role, group behavior, deviant behavior, social change, culture, institutions, ethnic relations, social mobility, social class, population and urban/rural styles of living. This introductory course in sociology provides basic tools and concepts common to other specific sociology courses.