WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE NUMBER: DBA 7200
COURSE TITLE: Advanced Organizational Behavior

I. LEARNING OUTCOMES AND GOALS

GOAL A: Define organizational behavior (OB) and its importance to an individual, a group, and an organization.

Learning Outcomes: The student will:
A-1 Demonstrate the importance of interpersonal skills in the workplace.
A-2 Describe the manager’s functions, roles, and skills as they apply to OB.
A-3 Identify the challenges and opportunities managers have in applying OB concepts.

GOAL B: Understand and be able to apply major theories surrounding the organizational behavior of individuals.

Learning Outcomes: The student will:
B-1 Understand and be able to discuss the foundations of individual behavior within the framework of learning and shaping, as well as key biographical characteristics.
B-2 Demonstrate knowledge of attitudes and major job satisfaction, including causes and how they can be measured.
B-3 Define perception and explain its link to decision making.
B-4 Identify and describe classical, as well as current, motivation theories and concepts and how they can be applied.
B-5 Realize the relationship and differences between emotions and moods, and their impact on employees.

GOAL C: Understand and be able to apply basic OB knowledge about group behavior.

Learning Outcomes: The student will:
C-1 Define “group” and differentiate between different types of groups (on the basis of such attributes as roles, norms, size, culture, etc.).
C-2 Understand work teams, how they differ from groups, and when to use them.
C-3 Identify, describe, and analyze the main functions of various forms of communication.
C-4 Show how to overcome common barriers and potential problems to communication.
C-5 Summarize central tenets and main limitations of basic approaches to leadership.
C-6 Define the bases of power, their tactics, and how power contrasts with leadership.
C-7 Differentiate between the traditional, human relations, and interactionist views of conflict.
C-8 Understand basic steps involved in various types of negotiation processes.
GOAL D: Understand the dynamics of an organizational system and how to best deal with the challenges and opportunities posed.

Learning Outcomes:
D-1 Identify basic elements and characteristics of different types of organization (e.g., bureaucracy, matrix, virtual, boundaryless, et al).
D-2 Demonstrate how organizational structures differ, and contrast mechanistic and organic structural models.
D-3 Define “organizational culture” and describe the various types and their common characteristics.
D-4 Demonstrate an understanding of essential human resource policies and practices as they apply to OB.
D-5 Identify forces and consequences of change and stress, as well as individual and organizational strategies for managing them.

SUPPLEMENTAL GOALS:
A. Read scholarly classical articles on various aspects of organizational behavior.
B. Analyze, write complete, correct, and concise synopses of classical OB readings.
C. Analyze ethical dilemma incidents (case studies) in organizational behavior.
D. Complete research-based self-assessment of numerous work-life and career-focused personal, team, and organizational skills.
E. Formulate and defend your own special interest in a particular aspect of organizational behavior.

II. ATTRIBUTES OR RATIONALE
Managers need to develop and improve self, interpersonal, and team skills if they are going to be effective in their jobs. They need to improve quality and productivity; reduce absenteeism, turnover, and deviant workplace behavior; increase job satisfaction; design and implement effective change programs; meet and value the challenges and opportunities of workforce diversity; improve customer service; and seek to increase an overall healthy and ethical organizational work environment.