I. RATIONALE:

Organizations today fight to survive in an environment that is competitive on many levels and rapidly changing. Achieving greater effectiveness on a social, economic and strategic level require organizations at times to seek the assistance of trained professionals to maintain their competitive edge. Organizational Development (OD) practitioners provide the expertise necessary to accomplish this. However, organizations may not have the ability to outsource these experts. Therefore, organizations must rely on internal resources, such as managers, staff specialists, and human resources professionals to affect change. This course examines how organizational behavior through different methods can improve performance and influence future changes so that organizations can adapt to their external environments.

II. MAJOR INSTRUCTIONAL GOALS

GOAL A:
The student will define the process of organizational development as a strategic means to affect change to an organization’s culture.

Learning Outcomes: The student will:

A-1 Describe how theories and models of planned change, when applied effectively, contribute to successful organizational change.
A-2 Diagnose organizational systems that explain the behavior within a company before and after change.
A-3 Identify methods of collecting data while diagnosing organizations.
A-4 Describe qualitative and quantitative methods to analyze data in order to produce meaningful results.
A-5 Describe the importance of feedback to groups so that readiness for change can be supported and resistance to change can be overcome.

GOAL B:
The student will apply various interventions to construct a plan that will support a new organizational vision.

Learning Outcomes: The student will:

B-1 Discuss goal analysis and how individual, interpersonal, and group process approaches should be executed.
B-2 Identify workforce restructuring designs aimed at moving organizations from traditional structures to more flexible structures.
B-3 Discuss how human resources manage individuals and groups while aligning work behavior with organizational strategy.
B-4 Identify workforce diversity trends that are shaping the labor market of today’s organizations.
B-5 Describe competitive and collaborative strategies to help position organizations strategically, socially, and economically within the marketplace.

GOAL C:
The student will apply organizational theories, principles, and trends to real life organizations.

**Learning Outcomes:** The student will:

C-1 Examine case studies to evaluate effectiveness or lack of when change was applied.
C-2 Select a Fortune 500 company and apply the theories and models of organizational change when preparing a term paper.
C-3 Research HR journals, books, texts, articles and websites to support facts discussed in the term paper, citing references.
C-4 Create a presentation focusing on a design intervention.

**III. PROGRAM LEVEL COMPETENCIES:**

1. Demonstrate the ability to effectively exchange with stakeholders through clear, concise, research-based verbal, written, electronic, and other communication formats.
2. Apply appropriate legal, ethical, diversity, and inclusion leadership standards as required by business management professionals in a global and pluralistic society.
3. Demonstrate effective information literacy in the synthesis of the principles and practices of Human Resource Management to contribute to the success of the business.
4. Effectively use technology and quantitative techniques in the field of Human Resource Management to solve basis, as well as critical, issues and problems.

**IV. WILMINGTON UNIVERSITY GRADUATION COMPETENCIES:**

1. Oral Communication
2. Written Communication
3. Disciplined Inquiry
4. Information Literacy
5. Ethics