WILMINGTON UNIVERSITY
COLLEGE OF SOCIAL & BEHAVIORAL SCIENCES
BASIC COURSE INFORMATION

COURSE TITLE: Culture of the Workplace
COURSE NUMBER: ORG 408

I. RATIONALE:

The purpose of this course is to help the student think about organizations from a cultural perspective, and gain an understanding of how organizational culture affects, and is affected by, every aspect of an organization, including leadership, management, ethics and decision making, organizational structure, etc. The course discusses the history of the field of organizational culture, will orient students to theories of culture and change, and provide students an opportunity to practice by analyzing various organizational cultures.

As Organizational Dynamics professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about the workplace and interpersonal dynamics may bring about unexpected and unsettling reactions. Responses to trauma are often strategies that survivors have developed to keep themselves safe, and therefore really reflect strength and resiliency. Recognizing how trauma impacts anyone is an important part of skill building for creating trauma-informed services and systems. Please do not hesitate to contact the instructor at any time during the course if you would like to discuss, privately, your reactions to the content we are reviewing and/or the discussions we are having.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Examine and understand the concept of organizational culture.

Learning Outcomes: The student will:

A-1 Define organizational culture.
A-2 Describe the difference between the study of culture and the study of organizational culture.
A-3 Identify elements of organizational culture.
A-4 Name major theories in the study of culture.

GOAL B:
Learn both theoretical and practitioner approaches to studying organizational culture
Learning Outcomes: The student will:

B-1 Name the differences between surface and underlying culture.
B-2 Describe how culture is studied.
B-3 Identify methods of cultural analysis.

GOAL C:
Learn methods and tools of thinking about and analyzing organizational culture

Learning Outcomes: The student will:

C-1 Apply a method of cultural analysis to a specific group or organization.
C-2 Illustrate a cultural analysis tool using a group or organization.
C-3 Relate how the method of studying culture influences the outcome of the analysis.

GOAL D:
Explain how organizational effectiveness influences organizational culture.

Learning Outcomes: The student will:

D-1 Describe the major perspectives on the relationship between organizational culture and effectiveness.
D-2 Explain the dimensions of an effective organizational culture.
D-3 Relate the organizational analysis to organizational development.

GOAL E:
Synthesize the influence of leadership behaviors and organizational culture.

Learning Outcomes: The student will:

E-1 Explain the leader as a “manager of meaning”.
E-2 Describe the symbolic dimensions of leadership.
E-3 Analyze leadership and organizational culture.
E-4 Describe the major tensions that influence communication and ethics.
E-5 Relate ethical value tensions to organizational culture.

GOAL F:
Understand different types of organizational culture.

Learning outcomes: The student will

F-1 State the characteristics of different types of cultures.
F-2 Collect examples of organizational cultures from business sources.
F-3 Compare and contrast cultural characteristics of organizational sub-cultures.
GOAL G:
Understand how gender and diversity issues affect organizational culture and behaviors.

Learning outcomes: The student will:

G-1 Explore how differences and values and cultural orientation impact organizational behavior.
G-2 Examine one’s own feelings toward people from different backgrounds.
G-3 Compare typical male and female approaches to organizational behavior.

GOAL H:
Understand how organizational change initiatives are influenced by organizational culture.

Learning outcomes: The student will:

H-1 Explain how organizational culture influences the acceptance or resistance of/to change.
H-2 Classify change initiatives in accordance with change models.
H-3 Compare various models of change.

GOAL I:
Identify one’s cultural influences on individual personal worldviews.

Learning outcomes: The student will:

I-1 Connect one’s own worldviews with the hidden cultural influences of one’s life.
I-2 Compare the cultural paradigms of different groups of people.
I-3 Generalize personal worldviews to a larger segment of the population.

GOAL J:
Use appropriate written and oral communication.

Learning Outcomes: The student will:

J-1 Communicate information orally in a logical and grammatically correct manner.
J-2 Present written information using APA style.