I. RATIONALE:

To provide students with an understanding of the function and importance of: ethical decision-making; corporate social responsibility; and distributive, procedural and interactional justice concepts in a variety of organizational settings.

As Organizational Dynamics professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about trauma from different perspectives, 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. INSTRUCTIONAL GOALS:

GOAL A:
Demonstrate an awareness of ethical principles, codes and standards within the organizational workplace environment

Learning Outcomes: The student will:

A-1 Be introduced to the concepts of metaethics, normative and applied ethics
A-2 Become familiar with ethical codes and standards for various organizational environments
A-3 Exercise critical thinking skills to resolve ethical workplace dilemmas
A-4 Understand the relationship between law and ethics

GOAL B:
Develop an understanding of an organization’s social responsibility to its various stakeholders

Learning Outcomes: The student will:

B-1 Become familiar with how the three types of organizations, government, for-profit and non-profit, each has different responsibilities within society
B-2 Understand the history and motivation of corporate social responsibility
B-3 Review the various forms that social responsibility takes within organizations
B-4 Critically examine and evaluate a variety of socially responsible activities in which organizations engage

GOAL C:
Demonstrate an understanding of the various facets of the concept of justice in organizational settings

Learning Outcomes: The student will:

C-1 Become familiar with fairness principles as they relate to outcomes for workers
C-2 Understand the origins of organizational justice and its practical application to workplace personnel policies
C-3 Critically examine how managers employ fairness principles

GOAL D:
Demonstrate skills in the use and application of technology in hybrid courses

Learning Outcomes: The student will:

D-1 Effectively utilize functionality of the Blackboard system for the on-line portion of this course
D-2 Actively participate in on-line discussions and contribute to on-line group assignments

GOAL E:
Use appropriate written and oral communication skills

Learning Outcomes: The student will:

E-1 Communicate information orally in a logical and grammatical manner.
E-2 Present written information using standard APA style.