

**CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS
NEW COURSE PROPOSAL**

DATE 10.16.06
PROGRAM AREA BUSINESS & ECONOMICS AND PSYCHOLOGY

1. Catalog Description of the Course. *[Follow accepted catalog format.]*

Prefix MGT Course# 424 Title ORGANIZATIONAL BEHAVIOR Units (3)
Prefix PSY Course#424 Title ORGANIZATIONAL BEHAVIOR Units (3)
3 hours lecture per week
hours lecture per week

- Prerequisites MGT 307 or by Instructor's Consent
 Corequisites

Description

1. MGT 424 An application of behavioral science theory and concepts with a focus on individual, interpersonal and group processes in a diverse work force. Topics include personality traits, emotions, values, work attitudes, work motivation, organizational politics, group effectiveness and conflict. Extensive use of individual and group case analysis
2. PSY 424 An application of behavioral science theory and concepts with a focus on individual, interpersonal and group processes in a diverse work force. Topics include personality traits, emotions, values, work attitudes, work motivation, organizational politics, group effectiveness and conflict. Extensive use of individual and group case analysis

- | | | |
|---|--|---|
| <input type="checkbox"/> Gen Ed | <input type="checkbox"/> Graded CR/NC | <input type="checkbox"/> Repeatable for up to _____ units |
| Categories | <input checked="" type="checkbox"/> A - F | Total Completions Allowed |
| <input type="checkbox"/> Lab Fee Required | <input type="checkbox"/> Optional (Student's choice) | <input type="checkbox"/> Multiple Enrollment in same semester |

2. Mode of Instruction.

	Units	Hours per Unit	Benchmark Enrollment	Graded Component	CS # <small>(filled in by Dean)</small>
Lecture	3	1	30	<input checked="" type="checkbox"/>	
Seminar				<input type="checkbox"/>	
Laboratory				<input type="checkbox"/>	
Activity				<input type="checkbox"/>	

3. Justification and Learning Objectives for the Course. (Indicate whether required or elective, and whether it meets University Writing, and/or Language requirements) *[Use as much space as necessary]*

Understanding human behavior at work is an essential aspect of successful management. Many, if not most, management programs require an Organizational Behavior class. Organizational Behavior focuses on improving productivity, quality, and assisting managers to develop methods to empower people as well as to design more positive organizations. The course is an introduction to the interaction between people, structure, and environment and provides a micro-level analysis of behavior of individuals and groups within their organizations, and the influence that the environment has on such behavior patterns. Students who successfully complete the course will be able to:

- (1) Explain how personality, emotions, values, attitudes, and perception influence behavior in organizations;
- (2) Apply theories and concepts of motivation to develop strategies for improving work performance and organizational effectiveness;
- (3) Apply theories and concepts from behavioral science to develop strategies for effective teamwork;
- (4) Demonstrate enhanced communication, group dynamics, and presentation skills.

The course will be required for the Management Emphasis in Business. However, the course does not meet the University's writing or language requirement.

- 4. Is this a General Education Course** YES NO
If Yes, indicate GE category and attach GE Criteria Form:

A (English Language, Communication, Critical Thinking)

- A-1 Oral Communication
- A-2 English Writing
- A-3 Critical Thinking

B (Mathematics, Sciences & Technology)

- B-1 Physical Sciences
- B-2 Life Sciences – Biology
- B-3 Mathematics – Mathematics and Applications
- B-4 Computers and Information Technology

C (Fine Arts, Literature, Languages & Cultures)

- C-1 Art
- C-2 Literature Courses
- C-3a Language
- C-3b Multicultural

D (Social Perspectives)

E (Human Psychological and Physiological Perspectives)

UD Interdisciplinary

5. Course Content in Outline Form. *[Be as brief as possible, but use as much space as necessary]*

- A. Cultural influences on work behavior
- B. Positive Psychology
- C. Values, Attitudes, Personality
- D. Emotions & Emotional Intelligence
- E. Perception
- F. Motivation
- G. Application of motivation theory
- H. Group dynamics
- I. Group effectiveness
- J. Diversity in groups
- K. Conflict & Cooperation
- L. Communication
- M. Power & Organizational Politics

Does this course overlap a course offered in your academic program? YES NO

If YES, what course(s) and provide a justification of the overlap?

Does this course overlap a course offered in another academic area? YES NO

If YES, what course(s) and provide a justification of the overlap?

Signature of Academic Chair(s) of the other academic area(s) is required on the signature sheet below.

6. Cross-listed Courses (Please fill out separate form for each PREFIX)

List Cross-listed Courses

PSY 424

Signature of Academic Chair(s) of the other academic area(s) is required on the signature sheet below.

Department responsible for staffing: Business & Economics and Psychology

7. References. *[Provide 3 - 5 references on which this course is based and/or support it.]*

Hellreigel, D. & J. Slocum. (2007). Organizational Behavior (11th Edition). Mason, OH: Thomson/South-Western.

Cameron, K.S., J.E. Dutton, and R.E. Quinn (Eds.). (2003). Positive Organizational Scholarship: Foundations of a New Discipline. San Francisco: Berrett-Koehler.

Osland, J., M.E. Turner, D. A. Kolb, & I. M. Rubin (Eds.) (2007). The Organizational Behavior Reader (8th Edition). Upper Saddle River, NJ: Pearson/Prentice Hall.

8. List Faculty Qualified to Teach This Course.

J. Andrew Morris, Ph.D., Associate Professor of Management and Virgil Adams, Ph.D., Associate Professor of Psychology and/or other Smith School or Psychology Program faculty as needed

9. Frequency.

a. Projected semesters to be offered: Fall Spring Summer

10. New Resources Required. YES NO

If YES, list the resources needed and obtain signatures from the appropriate programs/units on the sheet below.

a. Computer (data processing), audio visual, broadcasting needs, other equipment)

b. Library needs

c. Facility/space needs

11. Will this new course alter any degree, credential, certificate, or minor in your program? YES NO

If, YES attach a program modification form for all programs affected.

J. Andrew Morris
Proposer of Course

9/22/2006
Date

