Washtenaw Community College Comprehensive Report

BMG 279 Organizational Management
Effective Term: Fall 2020

Course Cover
Division: Business and Computer Technologies
Department: Business
Discipline: Business Management
Course Number: 279
Org Number: 13210
Full Course Title: Organizational Management
Transcript Title: Organizational Management
Is Consultation with other department(s) required: No
Publish in the Following: College Catalog , Time Schedule , Web Page
Reason for Submission: Three Year Review / Assessment Report
Change Information:
    Consultation with all departments affected by this course is required.
    Course title
    Course description
    Outcomes/Assessment
    Objectives/Evaluation
Rationale: Updated syllabus based on course revision per the assessment in March 2020. It was noted in that assessment that "The Blackboard course site was recently redesigned, but based on this assessment there is still much work to be done." A new OER has been added. The course title will change to Organizational Management to more closely mirror equivalent courses at transfer schools.
Proposed Start Semester: Fall 2020
Course Description: In this course, students examine the theories, principles, and practices in organizational effectiveness, efficiency, and human resource development that drive high performance and continuous improvement in business today. Topics include job and organizational design, work attitudes and behavior, motivation, leadership, group dynamics, conflict, agreement, decision-making, power and politics. The course will be taught with a combination of lectures and experiential learning techniques so that students understand themselves and other people at work and learn how to create effective work groups to be successful in life. The title of this course was previously Performance Management.

Course Credit Hours
Variable hours: No
Credits: 3
Lecture Hours: Instructor: 45 **Student:** 45
Lab: Instructor: 0 **Student:** 0
Clinical: Instructor: 0 **Student:** 0

Total Contact Hours: Instructor: 45 **Student:** 45
Repeatable for Credit: NO
Grading Methods: Letter Grades
Audit
Are lectures, labs, or clinicals offered as separate sections?: NO (same sections)

College-Level Reading and Writing
College-level Reading & Writing

College-Level Math
No Level Required

Requisites

General Education

Request Course Transfer
Proposed For:

Student Learning Outcomes

1. Identify the foundations of human behavior in a variety of organizations.
   Assessment 1
   Assessment Tool: Outcome-related departmental exam questions
   Assessment Date: Fall 2023
   Assessment Cycle: Every Three Years
   Course section(s)/other population: All
   Number students to be assessed: All
   How the assessment will be scored: Answer key
   Standard of success to be used for this assessment: 75% of students scoring 70% or higher
   Who will score and analyze the data: Department faculty

2. Recognize and apply the concepts, processes, and practices related to guiding, leading, and managing individual behavior.
   Assessment 1
   Assessment Tool: Outcome-related departmental exam questions, discussions, cases, and journals
   Assessment Date: Fall 2023
   Assessment Cycle: Every Three Years
   Course section(s)/other population: All
   Number students to be assessed: All
   How the assessment will be scored: Departmental exam: answer key Discussions, cases, and journals: rubric
   Standard of success to be used for this assessment: 75% of students scoring 70% or higher
   Who will score and analyze the data: Department faculty

3. Recognize and apply the concepts, processes, and practices related to guiding, leading, and managing group behavior.
   Assessment 1
   Assessment Tool: Outcome-related departmental exam questions, discussions, cases, and journals
   Assessment Date: Fall 2023
   Assessment Cycle: Every Three Years
   Course section(s)/other population: All
   Number students to be assessed: All
   How the assessment will be scored: Departmental exam: Answer key Discussions, cases, and journals: rubric
   Standard of success to be used for this assessment: 75% of students scoring 70% or higher
   Who will score and analyze the data: Department faculty

4. Recognize and explain the concepts, processes, and practices related to creating, managing, and leading effective organizations.

    Assessment 1

        Assessment Tool: Outcome-related departmental exam questions, discussions, cases, and journals

        Assessment Date: Fall 2023

        Assessment Cycle: Every Three Years

        Course section(s)/other population: All

        Number students to be assessed: All

        How the assessment will be scored: Departmental exam: answer key Discussions, cases, and journals: rubric

        Standard of success to be used for this assessment: 75% of students scoring 70% or higher

        Who will score and analyze the data: Department faculty

Course Objectives

1. Recognize basic organizational behavior principles and how they influence behavior in the workplace.
2. Discuss how individual human behavior in the workplace is influenced by personality, values, perceptions, work attitudes, and motivations.
3. Outline the elements of group behavior including group formation, group dynamics, conflict, agreement, and decision making.
4. Recognize behavior at the organizational level related to power, politics, and change management.
5. Recognize how various perspectives and approaches to managing and leading relate to influencing human behavior in organizational systems.
6. Recognize and apply concepts and terms related to the design of work, job analysis, job descriptions, and job specifications.
7. Recognize concepts and terms related to and impacting organizational structure and design configurations.
8. Recognize internal and external forces for change in organizations.
9. Recognize the implications of organizational culture for people within organizations and cross-cultural collaborations.
10. Examine how the processes, principles, and practices related to influencing individual behavior in the workplace apply to your career.
11. Examine how the processes, principles, and practices related to influencing group behavior in the workplace apply to your career.
12. Examine how the processes, principles, and practices related to organizational and job design in the workplace apply to your career.
13. Enhance critical thinking, research, and writing skills.

New Resources for Course

Organizational Management at WCC (OER)

Course Textbooks/Resources

Textbooks
    None. *Organizational Management at WCC*, 1st ed. OER, 2020
Manuals
Periodicals
Software

Equipment/Facilities

Level III classroom

Reviewer	Action	Date
Faculty Preparer:		
Douglas Waters	*Faculty Preparer*	*May 22, 2020*

Department Chair/Area Director:

Douglas Waters   *Recommend Approval*   *May 22, 2020*

Dean:

Eva Samulski   *Recommend Approval*   *May 26, 2020*

Curriculum Committee Chair:

Lisa Veasey   *Recommend Approval*   *Jun 19, 2020*

Assessment Committee Chair:

Shawn Deron   *Recommend Approval*   *Jun 23, 2020*

Vice President for Instruction:

Kimberly Hurns   *Approve*   *Jul 06, 2020*