



Organizational Structures and Behavior

LEAD575

Southwestern College Professional Studies

COURSE SYLLABUS

I. Course Catalog Description

Participants will learn decision making models, principles of organizational hierarchy, and how organizations are impacted by leadership styles. Participants will analyze how their own leadership behavior impacts others through 360-degree feedback.

II. Required and Supplementary Instructional Materials

McShane, S., & van Glinow, M. (2013). *Organizational behavior: Emerging knowledge, global reality* (6th ed.). New York, NY: McGraw-Hill.

III. Learning Outcomes

Learning outcomes describe the knowledge, skills, values, and attitudes that learners gain as the result of a particular learning experience. Southwestern College Professional Studies has learning outcomes specific to each course and each [undergraduate](#) and [graduate](#) program of study, as well as [institution-wide outcomes](#) related to the mission and vision of the college. Outcomes can help learners and instructors focus on the big picture of the learning experience and can help inform potential employers about a graduate's knowledge and skills.

Upon successfully completing this course, the learner will be able to:

- Assess the ways in which individual differences and/or commonalities influence organizational activities.
- Discuss one's own differences and/or commonalities with co-workers and how these influence organizational activities.
- Develop strategies for building teams and managing the various stages of team development.
- Explain how to minimize the costs of teams versus individuals and how to maximize the benefits of teams and/or choose the appropriate use of teams.
- Use team differences and/or commonalities in decision-making and goal-setting.
- Describe various methods to handle team conflict.
- Assess one's own performance as a team member.
- Discuss how theories of organizational structure/behavior relate to actual business practices.
- Develop strategies for diagnosing the organizational context and why doing so is significant.
- Explain the implications of organizational structure, climate and culture on an organization.
- Describe ways in which organizational change can affect all aspects of the organization from the individual to the group to the overall structure and culture.

At the end of the course, learners may vary in their ability to achieve these outcomes. You are more likely to achieve these outcomes only if you attend class and/or online activities as required by the syllabus, complete the requirements for all assignments to the best of your ability, participate actively in class activities and group work as directed, and study diligently for exams.

IV. Course Policies

Students are expected to read and abide by the course policies located in the instructor-specific syllabus in the blackboard course.

V. Course Requirements:

| Requirements | Number of Assignments | Points Possible | Percent of Grade |
|------------------------|-----------------------|-----------------|------------------|
| Discussions | 8 | 250 | 25 |
| Chapter Questions | 5 | 230 | 23 |
| Case Assignments | 5 | 230 | 23 |
| Big 5 Personality Test | 1 | 20 | 2 |
| Self Assessment | 1 | 20 | 2 |
| Final Paper | 1 | 250 | 25 |
| Total Points | | 1000 | 100 |

VI. Course at a Glance:

| Unit | Reading & Preparation Activities | Graded Work Due |
|------|--|---|
| 1 | <ul style="list-style-type: none"> Chapters 2 – 3 Introductions discussion forum | <ul style="list-style-type: none"> Unit 1 Discussion Unit 1 Chapter Questions Unit 1 Case Assignment Big 5 Personality Test |
| 2 | <ul style="list-style-type: none"> Chapters 4 – 7 Pay Performance Lecture Dispatches from the War on Stress article | <ul style="list-style-type: none"> Unit 2 Discussion Unit 2 Chapter Questions Unit 2 Case Assignment |
| 3 | <ul style="list-style-type: none"> Chapters 8 – 10 Seagate’s Morale-athon article | <ul style="list-style-type: none"> Unit 3.1 Discussion Unit 3.2 Discussion Unit 3 Chapter Questions Unit 3 Case Assignment |
| 4 | <ul style="list-style-type: none"> Chapters 11 – 12 Mack Attack article | <ul style="list-style-type: none"> Unit 4.1 Discussion Unit 4.2 Discussion Unit 4 Chapter Questions Unit 4 Case Assignment Self Assessment |
| 5 | <ul style="list-style-type: none"> Chapters 13 - 14 | <ul style="list-style-type: none"> Unit 5.1 Discussion Unit 5.2 Discussion Unit 5 Chapter Questions Unit 5 Case Assignment |
| 6 | <ul style="list-style-type: none"> Chapters 15 – 17 | <ul style="list-style-type: none"> Final Paper |

VII. Other Policies and Requirements

Follow this link to the Southwestern College Professional Studies [Standard Syllabus](#) in Blackboard. You may be required to log in.