



# Organizational Behavior and Human Resource Management

MBA 500

Southwestern College Professional Studies

## COURSE SYLLABUS

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### I. Course Catalog Description

This course covers models and theories of behavior, and human resources management concepts and processes as they apply to managing individual and work-group behavior in organizations. Organizational behavior topics include leadership, organizational character development, motivation, and teamwork. Human Resource management topics include human resources strategy, selection, performance evaluation, reward systems, and employee development. Heavy emphasis will be on the strategic implications of these topics.

### II. Required and Supplementary Instructional Materials

Hersey, P. H., Blanchard, K. H., & Johnson, D. E. (2013). *Management of organizational behavior: Leading human resources* (10th ed.). Upper Saddle River, NJ: Pearson Education.

### 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:

1. Infer the characteristics of the relationship between organizational behavior, organizational character, and human resource management in an organization
2. Choose effective motivational theories and techniques to motivate people
3. Apply appropriate management and leadership styles, approaches, and skills to the human resources of an organization
4. Evaluate the relationship between employee development, performance, and rewards
5. Combine a diverse set of leadership, management, and communication strategies, tools, and techniques to promote performance effectiveness
6. Construct effective situational leadership and relationship management strategies, tools, and techniques
7. Engage stakeholders in organizational decision-making, change, and transformational initiatives
8. Appraise ethical and socially responsible approaches to organizational leadership and human resource management

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	11	220	22%
Journals (Units 1, 2, 4, and 6)	4	180	18%
Papers (Units 1 and 3)	2	200	20%
Group Projects (Units 2 and 5)	2	200	20%
Final Project	1	200	20%
<b>Total Points</b>		<b>1000</b>	<b>100%</b>

VI. Course at a Glance:

Unit	Reading & Preparation Activities	Graded Work Due
1	<ul style="list-style-type: none"> <li>Read Hersey, Blanchard, &amp; Johnson, Chapters 1-4, &amp; 11</li> <li>Read <i>The Character of Leadership, Developing Leadership Character, and Connecting the Dots Between Leadership, Ethics, and Corporate Culture</i></li> <li>Read the Unit 2 Group Project Assignment and begin work with group</li> <li>Read the Final Project Assignment and begin conducting research</li> <li>Complete Introductions discussion</li> <li>Attend Blackboard Collaborate Session) or review recording before submitting Unit 1 Assignments (Collaborate Sessions)</li> </ul>	<ol style="list-style-type: none"> <li>Discussion 1.1</li> <li>Discussion 1.2</li> <li>Unit 1 Journal</li> <li>Unit 1 Paper</li> </ol>
2	<ul style="list-style-type: none"> <li>Read Hersey, Blanchard, &amp; Johnson, Chapters 5-6 &amp; 12-13</li> <li>Read Stages of Group Development</li> <li>Complete the Unit 2 Group Project</li> <li>Continue to conduct research for your Final Project</li> </ul>	<ol style="list-style-type: none"> <li>Discussion 2.1</li> <li>Discussion 2.2</li> <li>Unit 2 Journal</li> <li>Unit 2 Group Project</li> </ol>
3	<ul style="list-style-type: none"> <li>Read Hersey, Blanchard, &amp; Johnson, Chapter 7-10</li> <li>Read Chapter XIX of <i>The Prince</i></li> <li>Continue to conduct research for your Final Project</li> </ul>	<ol style="list-style-type: none"> <li>Discussion 3.1</li> <li>Discussion 3.2</li> <li>Unit 3 Paper</li> </ol>
4	<ul style="list-style-type: none"> <li>Read Hersey, Blanchard, &amp; Johnson, Chapter 14-15</li> <li>Read About Decision Making Models and Methods</li> <li>View Rational Decision Making</li> <li>Read the Unit 5 Group Project Assignment and begin work with group</li> <li>Continue to conduct research for your Final Project</li> <li>Attend Blackboard Collaborate Session (time/date TBA) or review recording before submitting Unit 4 assignments</li> </ul>	<ol style="list-style-type: none"> <li>Discussion 4.1</li> <li>Discussion 4.2</li> <li>Unit 4 Journal</li> </ol>

Unit	Reading & Preparation Activities	Graded Work Due
5	<ul style="list-style-type: none"> <li>• Read Hersey, Blanchard, &amp; Johnson, Chapters 16-17</li> <li>• View Ethical Organizational Culture</li> <li>• Complete your Unit 5 Group Project Assignment</li> <li>• Draft your Final Project</li> </ul>	<ol style="list-style-type: none"> <li>1. Discussion 5.1</li> <li>2. Discussion 5.2</li> <li>3. Unit 5 Group Project</li> </ol>
6	<ul style="list-style-type: none"> <li>• Read Hersey, Blanchard, &amp; Johnson, Chapter 18</li> <li>• Attend Blackboard Collaborate Session or review recording before submitting Unit 6 assignments</li> </ul>	<ol style="list-style-type: none"> <li>1. Discussion 6.1</li> <li>2. Unit 6 Journal</li> <li>3. Final Project</li> </ol>

## 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.