

Northern Marianas College

CURRICULUM ACTION REQUEST

Course: OB400 Organizational Theory & Behavior

Effective Semester / Session: Fall 2024

Type of Action:






- New
- Modification
- Move to Inactive (Stop Out)
- Cancellation

Course Alpha and Number: OB400

Course Title: Organizational Theory & Behavior

Reason for initiating, revising, or canceling:

This course guide is being updated to reflect a change in Required/Recommended Textbook(s) and Related Materials.

 Barbara Hunter (Oct 25, 2024 12:16 GMT+10) Barbara C. Hunter	25/10/2024
Proposer	Date
 Barbara Hunter (Oct 25, 2024 12:16 GMT+10) Barbara C. Hunter	25/10/2024
Academic Unit Head	Date
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Language & Format Review Specialist	Date
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Academic Council Chair	Date
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Interim Dean of Academic Programs & Services	Date

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Course: OB400 Organizational Theory & Behavior

1. Department

School of Business

2. Purpose

This introductory course is a requirement in the Bachelor of Science in Business Management. Organizational Theory and Behavior examines the theoretical framework developed to aid in understanding how organizations are structured and operate. The study of organization theory also examines how people interact and work together within an organizational setting. The underlining purpose of this course is for students to explore and understand the classical and contemporary organizational theory and behavior literature relating to their integration in an organization.

3. Description

A. Required/Recommended Textbook(s) and Related Materials

Required:

Cengage Unlimited: all textbooks and related materials are included in this online learning platform.

Recommended: None

B. Contact Hours

1. **Lecture:** 3 per week / 45 per semester
2. **Lab:** None
3. **Other:** None

C. Credits

1. **Number:** 3
2. **Type:** Regular Degree Credits

D. Catalog Course Description

This course emphasizes that organizations are the medium through which work in business occurs. Thus, in order for students to become effect managers, they must gain a fundamental understanding of the nature of organizations and the various factors that influence human behavior within them. Students will examine classical and contemporary readings on organizational theory to introduce them to the various perspectives on the structure and behavior of organizations that they inhabit daily. The course will provide students with the basic foundation for the development of their knowledge of the structure, design, managerial challenges, and processes of the environment in today's organization.

Prerequisite: Must complete 60 credit hours to maintain junior level. English Placement Level: EN202. Math Placement Level: MA161. (Offered: Spring).

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E. Degree or Certificate Requirements Met by Course

A "C" grade or better in this course satisfies a core course requirement in Northern Marianas College Bachelor of Science in Business Management.

F. Course Activities and Design

Course activities include: lecture, discussions, homework assignments, test, quizzes, and a final exam.

4. Course Prerequisite(s); Concurrent Course Enrollment

Prerequisites: Must complete 60 credit hours to maintain junior level

Concurrent Course Enrollment: None

Required English/Mathematics Proficiency Level(s)

English Placement Level: EN202

Mathematics Placement Level: MA161

5. Estimated Cost of Course; Instructional Resources Needed

Cost to the Student: Tuition for a 3-credit hour course, cost of the textbook, and any applicable fees.

Cost to the College: Instructor's salary and/or any additional costs to NMC.

Instructional resources needed for this course include: overhead projector, dry-erase board/markers, and multimedia materials.

6. Method of Evaluation

Student evaluation of learning will be based on quizzes and exams, homework, research assignments, and an oral presentation. NMC's grading and attendance policies will be followed.

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7. Course Outline

This is a topical outline and does not necessarily indicate the sequence in which the material will be presented.

1.0 Introductory Concepts

- 1.1 An introduction to the study of organizations
- 1.2 The contexts of contemporary organizations

2.0 Individual Characteristics

- 2.1 Personality, intelligence, and aptitude
- 2.2 Perception
- 2.3 Attitudes and emotions

3.0 The Interpersonal Level

- 3.1 Groups, teams and team working
- 3.2 Leaders and leadership: the foundations
- 3.3 Leaders and leadership: contingency theory and recent approaches
- 3.4 Power politics and conflict
- 3.5 Organizational communication

4.0 The Interpersonal Level (Individual Processes)

- 4.1 Memory and learning
- 4.2 Work motivation: process theories
- 4.3 Individual decision making
- 4.4 Work stress and work-life balance

5.0 The Organizational Level

- 5.1 Organizational goals and effectiveness
- 5.2 Organizational structure: basic concepts
- 5.3 Organizational design
- 5.4 Organizational control
- 5.5 Organizational cultures and climates
- 5.6 Organizational change and development

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8. Instructional Goals

The course will introduce students to:

- 1.0 The major theories of organizational behavior;;
- 2.0 Organizational design options;;
- 3.0 Organizational risks, uncertainty, complexity, and reliability;;
- 4.0 Different methods of communication in an organization;;
- 5.0 Different challenges in an organization;;
- 6.0 How the different attitudes, personality, perception, and learning impact on human behavior in an organization;
- 7.0 Political and cultural requirements in an organization;;
- 8.0 The concept of change and transformation inside an organization; and
- 9.0 Mechanisms in place for inter-organizational coordination.

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9. Student Learning Outcomes

Upon successful completion of this course, students will be able to:

- 1.0 Analyze traditional organizational design and their strengths and limitations;
- 2.0 Evaluate recent design options based on self-organizing and adaptive organization systems;
- 3.0 Identify and describe structure and cultural characteristics common to highly reliable organizations;
- 4.0 Identify and analyze basic forms of communication networks, and the features that facilitates and impedes their effective functioning;
- 5.0 Examine and explain a variety of mechanisms for inter-organizational coordination and the administrative, technical, and political challenges pose;
- 6.0 Analyze organizational information processing and the relationship between information and various means of decision-making and learning;
- 7.0 Analyze the behavioral, cultural, and political requirements of effective leadership and demonstrate their application in real-world scenarios;
- 8.0 Identify and assess conditions and techniques for organizational change and transformation.

10. Assessment Measures of Student Learning Outcomes

Assessment of student learning may include, but not be limited to, the following:

- 1.0 Quizzes & Exams;
- 2.0 Peer Reviewed Case Studies;
- 3.0 Homework;
- 4.0 Research Assignments; and
- 5.0 Oral Presentations.











OB 400 Fall 2024 Updated CG- For approval 10.25.24

Final Audit Report

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