

Overview

Organizational behavior is the study of individuals and groups within an organizational context, as well as the internal processes and practices that influence the effectiveness of individuals, teams, and organizations. Understanding organizational behavior is important to maximize each employee's satisfaction and effectiveness. This module reviews the essential OB concepts related to employee competencies, organizational design, culture, and organizational change.

This module is intended as a review of the key concepts, fundamentals, and foundations of the discipline.

Learners

This module is designed for learners who require an overview of the discipline. The module is commonly used in an academic leveling (transition to graduate education) or business review (capstone) course or program.

Module Authors

The author for this module is Peregrine Global Services, headquartered in Gillette, Wyoming. It includes materials from a variety of sources as indicated within the module.

Learning Outcomes

The learning outcomes for the module are as follows. With the completion of this module, learners should be able to:

1. Understand and appreciate the concepts related to individual behavior.
2. Understand and appreciate the concepts related to interpersonal and group behavior.
3. Recognize the importance of communication in organizations.
4. Discuss various theories and constructs of leadership.
5. Describe the basic elements of organizational structure.
6. Understand and explain motivation in organizations.
7. Understand, explain, and discuss organizational culture and change elements.

Curriculum

<u>Section</u>	<u>Topics</u>
Section 1: Foundational Concepts	<ul style="list-style-type: none"> • What is Organizational Behavior? • Organization as a System • Managerial Functions and Roles
Section 2: Understanding Behavior	<ul style="list-style-type: none"> • Individual Behavior • Personality • Groups and Interpersonal Dynamics • Teams
Section 3: Communication and Leadership	<ul style="list-style-type: none"> • What is Communication? • Types of Organizational Communication • What Is Leadership? • Leadership Theories
Section 4: Organizational Structure and Development	<ul style="list-style-type: none"> • Elements of Organizational Structure • Motivation Models and Theories • Elements of Organizational Culture • Organizational Development

Assessment

The module includes section quizzes and short exercises to ensure understanding of the instructional content. The module also includes a 20-question pre-test and post-test. The pre-test captures the learner’s baseline knowledge, and the post-test ensures that learners have grasped the concepts needed for success.

Hours and Articulation

Learner hours are shown in the following table. The hours are based on both the time within the module and time away from the module conducting application activities.

<u>Section</u>	<u>Hours</u>
Pre-test	0.25
Section 1: Foundational Concepts	1
Section 2: Understanding Behavior	1
Section 3: Communication and Leadership	1.5
Section 4: Organizational Structure and Development	1
Post-test	0.25
Total Hours	5