

Common Course Outline
MNGT 113
Human Relations in Organizations
3 Semester Hours

The Community College of Baltimore County

I. Catalog Description

Human Relations in Organizations

Examines possible reasons for the way people behave in organizations; explores the theories in areas of jobs—satisfaction, fit, design, motivation, change management and group dynamics/decision making; covers communications, power-politics, leadership, structure and design.

Prerequisites: MNGT 101 and ENL 101 or LVE3

II. General Course Objectives

The course has the following basic goals and objectives:

- A. Identify, analyze, critique, and apply current theories of management/organizational behavior to a work situation.
- B. Understand that there are a variety of approaches to identifying and solving work-related problems.
- C. Increase the accuracy of students' predictions regarding task and organizational outcomes enabling students to use a proactive strategy and increase their abilities to anticipate problems.
- D. Understand decision-making/problem solving strategies and models.
- E. Identify behavioral elements and processes of effective interpersonal relationships in terms of personal skills.
- F. Identify and apply concepts in critical managerial skill areas such as: Self-awareness, Stress; Problem Identification/Solving; Conflict Resolution, Group Process, Communication, Organizational/Individual Performance Enhancement, Motivation, Leadership.
- G. Distinguish between job content and job content factors affecting performance outcomes.
- H. Understand the relationship between organizational design/structure, climate, communication systems, reward systems, and organizational effectiveness.
- I. Understand the historical precedents of current organizational/management behavior theories, trends.

III. Methods of Instruction:

- A. Lecture
- B. Case analysis
- C. Audio-visual materials
- D. Self-study problems
- E. Field search

IV. Method of Evaluation:

- A. Written examinations
- B. Problems/cases/quizzes
- C. Term project