

# COMM-400: ORGANIZATIONAL BEHAVIOR

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## Effective Term

Fall 2026

## CC Approval

11/01/2024

## AS Approval

11/14/2024

## BOT Approval

11/21/2024

## COCI Approval

05/15/2025

## SECTION A - Course Data Elements

### CB04 Credit Status

Credit - Degree Applicable

### Discipline

Minimum Qualifications	And/Or
Communication Studies (Speech Communication) (Master's Degree)	

### Subject Code

COMM - Communication Studies

### Course Number

400

### Department

Communication Studies

### Division

Language and Developmental Studies (LADS)

### Full Course Title

Organizational Behavior

### Short Title

Organizational Behavior

### CB03 TOP Code

1506.00 - Speech Communication

### CB08 Basic Skills Status

NBS - Not Basic Skills

### CB09 SAM Code

E - Non-Occupational

### Rationale

Course to align the with the BSRC program

## SECTION B - Course Description

### Catalog Course Description

The study of how people interact in organizations. Course covers a wide breadth of advanced theories and applications dealing with such topics as perception, motivation, decision making, team dynamics, negotiation, conflict management, leadership, and organizational culture. Development of a conceptual understanding of organizational behavior theories and practical applications.

Key techniques and processes designed to improve organizational efficiency and effectiveness are fully examined from the perspective of management, workers, and society at large.

## SECTION C - Conditions on Enrollment

### Open Entry/Open Exit

No

### Repeatability

Not Repeatable

### Grading Options

Letter Grade or Pass/No Pass

### Allow Audit

No

## Requisites

### Limitation on Enrollment

Enrollment is limited to students accepted into the Respiratory Care Baccalaureate Degree program.

This is a program that has a requirement that a cohort of students complete upper division GE courses.

## SECTION D - Course Standards

### Is this course variable unit?

No

### Units

3.00000

### Lecture Hours

54

### Outside of Class Hours

108

### Total Contact Hours

54

### Total Student Hours

162

## Distance Education Approval

### Is this course offered through Distance Education?

Yes

### Online Delivery Methods

DE Modalities	Permanent or Emergency Only?
Entirely Online	Permanent
Hybrid	Permanent
Online with Proctored Exams	Permanent

## SECTION E - Course Content

### Student Learning Outcomes

Upon satisfactory completion of the course, students will be able to:	
1.	Assess and make recommendations for the improvement of her/his communication skills at work.
2.	Evaluate organizational behavior concepts and theories to assess which strategies will enhance organizational situations.
3.	Design and present a research project that integrates organizational behavioral research to resolve an ineffective practice within the field of respiratory care.

### Course Objectives

Upon satisfactory completion of the course, students will be able to:	
1.	Define organizational behavior.
2.	Evaluate how perceptions influence workplace relationships.
3.	Examine how attitudes, emotions, and stress affect workplace behavior.
4.	Analyze how motivation can affect individual and group performance and assess the effects it has within an organization.
5.	Discuss how intercultural theories and concepts can be used to evaluate human interactions within an organization.
6.	Compare and contrast communication strategies that influence synergy within a small group.
7.	Synthesize conflict management approaches to appraise which one would be the most effective when resolving disputes given context and relational organizational constraints.
8.	Compare and contrast negotiation strategies.
9.	Appraise a leader's influence on an organization's culture and interpersonal climate.
10.	Define organizational culture and analyze how it affects employees within an organization.
11.	Describe organizational change and assess its effect on an organization

### Course Content

1. The Field of Organizational Behavior
  - a. Definition of organizational behavior
  - b. Theoretical historical perspectives
  - c. Current trends for organizational behavior
2. Perceiving Ourselves and Others in Organizations
  - a. Theories about human perception
  - b. Perception and organizational performance
3. Workplace Emotions, Attitudes, and Stress
  - a. Stress and attitudes affect on organizational performance
  - b. Emotional intelligence theories
4. Theories of Employee Motivation
  - a. Workplace motivation theories
  - b. Motivation and performance
5. Diversity in the Workplace
  - a. Intercultural communication theories
6. Group Behavior, Team Building, and Decision Making
  - a. Small group theories
  - b. Group development and synergy
  - c. Decision making methods
7. Conflict and Negotiation in the Workplace
  - a. Conflict management theories
  - b. Negotiation approaches
8. Leadership in Organizational Settings
  - a. Leadership theories
  - b. Leadership and organizational effectiveness
9. Organizational Culture
  - a. Definition
  - b. Managing organizational culture
  - c. Corporate structure
10. Organizational Change

- a. Resistance to change
  - b. Planning and executing change
11. Business Presentations
- a. Design and delivery of a business presentation
  - b. Integrating academic and social research into a presentation
  - c. Analyzing the audience

## Methods of Instruction

### Methods of Instruction

Types	Examples of learning activities
Lecture	Present course material through lectures, supplemental articles, and videos.
Discussion	Weekly reflections: recorded as a written journal, electronic blog, or discussion forum. A typical reflection question: Explain how to maintain human resources and human capital through selection, evaluation, compensation, skill training, and career development.
Group Work	Instructor facilitated group discussions, classroom activities, and case studies.
Other	Guest lectures by industry leaders.

### Online Adaptation

Types	Examples of learning activities
Lecture	Present course material through recorded lectures, supplemental articles, and videos.
Discussion	Weekly reflections: recorded as a written journal, electronic blog, or discussion forum.

### Instructor-Initiated Online Contact Types

Announcements/Bulletin Boards  
 Chat Rooms  
 Discussion Boards  
 E-mail Communication  
 Telephone Conversations  
 Video or Teleconferencing

### Student-Initiated Online Contact Types

Chat Rooms  
 Discussions  
 Group Work

### Course design is accessible

Yes

## Methods of Evaluation

### Methods of Evaluation

Types	Examples of classroom assessments
Class Participation	Weekly reflections: recorded as a written journal, electronic blog, or discussion forum.
Essays/Papers	Academic writing assignments with source citations. A 1500-2000 word academic research paper with a minimum of five scholarly (APA) citations.
Exams/Tests	Typical exam question: Based on the case study of Metropolitan Hospital, what recommendations would you give the new Human Resource Director on how to improve the formal networks within the hospital? Written unit examinations to include essays.
Oral Presentations	Prepare and deliver an individual 8-10 minute informative speech with a minimum of five academic citations.

## Assignments

### Reading Assignments

1. Weekly reading of one to two chapters in the textbook.
2. Weekly reading of handouts and viewing of multimedia resources.
3. Read relevant, current articles on real-world applications of course material.

### Writing Assignments

1. Write an essay on a concept/theory from a field of interest.
2. Academic writing assignments with source citations. A 1500-2000 word academic research paper with a minimum of five scholarly (APA) citations.

### Outside-of-Class Assignments

1. Weekly reflections: recorded as a written journal, electronic blog, or discussion forum. A typical reflection question: Explain how to maintain human resources and human capital through selection, evaluation, compensation, skill training, and career development.
2. Typical exam question: Based on the case study of Metropolitan Hospital, what recommendations would you give the new Human Resource Director on how to improve the formal networks within the hospital?
3. Typical Individual Presentation Prompt: Prepare and deliver an individual 8-10 minute informative speech with a minimum of five academic citations.

## SECTION F - Textbooks and Instructional Materials

### Material Type

Textbook

### Author

Robbins, Stephen P. & Judge, Timothy A.

### Title

Organizational Behavior

### Edition/Version

19

### Publisher

Pearson

### Year

2022

### ISBN #

20180134729323

### Material Type

Textbook

### Author

Uhl-Bien, Mary, Schermerhorn, John R., & Osborn, Richard

### Title

Organizational Behavior

### Edition/Version

13

### Publisher

Wiley

### Year

2016

**ISBN #**

20169781118517

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**Material Type**

Open Educational Resource (OER)

**Author**

David S. Bright, Donald G. Gardner, Eva Hartmann, James S. O'Rourke, Jason Lambert, Jon L. Pierce, Joseph Weiss, Joy Leopold, J. Stewart Black, Laura M. Leduc, Richard M. Steers, Siri Terjesen

**Title**

Organizational Behavior

**Publisher**

OpenStax College

**Year**

2019

**ISBN #**

13: 978-1-947172-72-2

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**SECTION G - Diversity, Equity and Inclusivity**

How does your course and/or course outline of record reflect strategies for accommodating and engaging diverse student populations, advancing equitable outcomes, and fostering inclusion for all students?

N/A

**Course Codes (Admin Only)**

**CB00 State ID**

CCC000652549

**CB10 Cooperative Work Experience Status**

N - Is Not Part of a Cooperative Work Experience Education Program

**CB11 Course Classification Status**

Y - Credit Course

**CB13 Special Class Status**

N - The Course is Not an Approved Special Class

**CB23 Funding Agency Category**

Y - Not Applicable (Funding Not Used)

**CB24 Program Course Status**

Program Applicable

**Allow Pass/No Pass**

Yes

**Only Pass/No Pass**

No