

CUYAMACA COLLEGE
COURSE OUTLINE OF RECORD

BUSINESS 115 – HUMAN RELATIONS IN BUSINESS

3 hours lecture, 3 units

Catalog Description

Examines the human aspects of the organization with an emphasis on the role of the individual in the formal and informal structure of the organization. Leadership and group dynamics, motivation, job enrichment, organizational change, and communications—both verbal and nonverbal—within the organization will be covered.

Prerequisite

None

Course Content

- 1) Fundamentals of Organizational Behavior
 - a. Behavioral climate
 - b. Motivation
 - c. Social and technical systems
 - d. Communication
 - e. Group processes/group dynamics
- 2) Organizational Leadership
 - a. Leadership theory
 - b. Leadership styles
 - c. Effective supervision
 - d. Leadership and change
- 3) Organizational Structure
 - a. The informal organization
 - b. The formal organization
 - c. Organizational dynamics
 - d. The individual and the organization
- 4) The Social Environment
 - a. The labor unions
 - b. Employment discrimination
 - c. The environment responsibilities of the organization
- 5) Managerial Theory
 - a. Theory “X” Theory “Y”
 - b. Job enrichment
 - c. Management by participation

Course Objectives

Students will be able to:

- 1) Identify and compare the major motivational perspectives and theories.
- 2) Recognize the advantages and limitations of the various theories of motivation.
- 3) Offer prescriptions for correcting motivation problems.
- 4) Describe the major theories of leadership.
- 5) Diagnose an individual’s need for power within an organization.
- 6) Describe and explain the formation of a group and identify the factors that contribute to group performance.

7) Evaluate a group's task processes, specifically its decision-making process.

Method of Evaluation

A grading system will be established by the instructor and implemented uniformly. Grades will be based on demonstrated proficiency in subject matter determined by multiple measurements for evaluation, one of which must be essay exams, skills demonstration or, where appropriate, the symbol system.

- 1) Quizzes, exams and comprehensive midterm and final exam that measure students' ability to identify and compare individual components of the motivational perspectives as well as describe the role of each perspective to neighboring theories.
- 2) Written assignments that measure students' ability to diagnose the major leadership theories and evaluate their effectiveness for offering prescriptions for motivational problems in the workplace.
- 3) Case studies that assess students' ability to analyze group task and decision-making processes, diagnose an individual's need for power, and explain the formation of a group and the factors that contribute to group performance in the workplace.

Special Materials Required of Student

None

Minimum Instructional Facilities

Smart classroom with videotaping equipment

Method of Instruction

An experiential approach will serve as the basis for this class. Students will participate in role-playing, simulations and other immediate feedback situations. This approach will require students to assume the managerial role.

Out-of-Class Assignments

- 1) Reading assignments
- 2) Written and online exercises

Texts and References

- 1) Required (representative example): DuBrin, Andrew. *Human Relations for Career and Personal Success*. 11th edition. Pearson, 2017.
- 2) Supplemental: None

Student Learning Outcomes

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

- 1) Compare and contrast the major motivational perspectives and theories.
- 2) Describe and evaluate the major theories of leadership and management.