HR 693: Organizational Behavior in Human Resources

Course Description:

The Organizational Behavior in Human Resources course deals with the behavior of individuals and groups within organizations, and investigates the enhancement of the effectiveness of an organization’s human capital in order to gain competitive advantage and achieve organizational goals. Example topics of Organizational Behavior study include employee personality/dispositions/counterproductive behaviors, psychometric testing, motivation, job satisfaction, organization and work attachment, groups and (virtual) teams, and organizational climate. Topics also encompass employee development, quality of work life/employee wellbeing, workforce diversity, and conflict management.

This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines. WCU’s MSHR curriculum was reviewed by SHRM in March 2013 and recognized as being in full alignment with their guidelines.

Learning Objectives:

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

1. Explore the role that individual differences and diversity play in the workplace (age, gender).
2. Identify conflict resolution techniques usable at the workplace.
3. Differences between face-to-face and virtual team dynamics. Building trust in virtual teams.
4. Meeting the challenge of globalization.
5. Employee well-being (occupational stress, violence, occupational suicide).
7. Enhancing employee development through coaching and mentoring.
8. Tapping into employees’ creative potential.
10. Use of psychometric testing by HR (personality, org. surveys, possible ADA issues).