

# BMG 279: ORGANIZATIONAL MANAGEMENT

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## History

1. Dec 5, 2025 by Sera Bird (sabird)

**Viewing: BMG 279 : Organizational Management**

**Last approved: 2025-12-05T08:03:15Z**

**Last edit: 2025-12-01T20:33:18Z**

**Effective Term**

Winter 2026

**Rationale and proposal summary**

List Assessment Tools separately per advisement of C & A team after recent course assessment.

## Course Cover

**Full Course Title**

Organizational Management

**Transcript Title**

Organizational Management

**Subject Code**

BMG - Business Management

**Course Number**

279

**Department**

Business Department (BUSD)

**Banner Division**

BCT

**Division/College**

Business/Computer Technologies (BC)

**Org Code**

13210

## Course Description

In this course, students will examine the theories, principles, and practices in organizational effectiveness, efficiency, and human resource development that drive high performance and continuous improvement in business today. Topics include job and organizational design, work attitudes and behavior, motivation, leadership, group dynamics, conflict, agreement, decision-making, power and politics. The course will be taught with a combination of lectures and experiential learning techniques so that students understand themselves and others at work and learn how to create effective work groups to be successful in life.

**Has this course been approved for online or online blended?**

Yes

**Grading method**

Standard Letter, Audit

**CIP Code**

529999 - Business, Management, Marketing, and Related Support Services, Other.

**Occupational Indicator**

Yes

**ACS Code**

120

## **Credit hours, contact hours, repeatability**

### **Repeatable for additional credit**

No

### **Course credits**

3

### **Lecture contact hours**

45

### **Total Contact Hours**

45

### **Expected Total Contact Hours**

45

## **Prerequisites and prerequisite skill levels**

### **College-Level Math**

No Level Required

### **College-Level Reading and Writing**

College-level Reading and Writing

### **Approved Level I Prerequisite:**

Academic Reading and Writing Levels of 6

## **Course Assessment Plan**

### **Learning Outcome**

#### **Outcome**

Identify the foundations of human behavior in a variety of organizations.

### **Assessment #1**

#### **Assessment Tool**

Outcome-related departmental exam questions (exam 1)

#### **Anticipated Next Assessment Year**

2027

#### **Anticipated Next Assessment Term**

Winter

#### **Assessment Cycle**

Every Three Years

#### **Anticipated assessment population**

All students from all sections

#### **How the assessment will be scored**

Answer key

#### **Who does the scoring?**

Departmental faculty

#### **Standard of success**

75% of students will score 70% or higher.

## Assessment #2

### Assessment Tool

Outcome-related case study (case study 1)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Departmentally-developed rubric

### Who does the scoring?

Departmental faculty

### Standard of Success

75% of students will score 70% or higher.

## Assessment #3

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## Learning Outcome

### Outcome

Recognize and apply the concepts, processes, and practices related to guiding, leading, and managing individual behavior.

## Assessment #1

### Assessment Tool

Outcome-related departmental exam questions (exam 2)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment Cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Answer key

### Who does the scoring?

Departmental faculty

### Standard of success

75% of students will score 70% or higher.

## Assessment #2

### Assessment Tool

Outcome-related journal (journal 2)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Departmentally-developed rubric

### Who does the scoring?

Departmental faculty

### Standard of Success

75% of students will score 70% or higher.

## Assessment #3

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## Learning Outcome

### Outcome

Recognize and apply the concepts, processes, and practices related to guiding, leading, and managing group behavior.

## Assessment #1

### Assessment Tool

Outcome-related departmental exam questions (exam 3)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment Cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Answer key

### Who does the scoring?

Departmental faculty

### Standard of success

75% of students will score 70% or higher.

## Assessment #2

### Assessment Tool

Outcome-related discussion assignment (discussion 3)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Departmentally-developed rubric

### Who does the scoring?

Departmental faculty

### Standard of Success

75% of students will score 70% or higher.

## Assessment #3

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## Learning Outcome

### Outcome

Recognize and explain the concepts, processes, and practices related to creating, managing, and leading effective organizations.

## Assessment #1

### Assessment Tool

Outcome-related departmental exam questions (exam 4)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment Cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Answer key

### Who does the scoring?

Departmental faculty

### Standard of success

75% of students will score 70% or higher.

## Assessment #2

### Assessment Tool

Outcome-related case study (case study 4)

### Anticipated Next Assessment Year

2027

### Anticipated Next Assessment Term

Winter

### Assessment cycle

Every Three Years

### Anticipated assessment population

All students from all sections

### How the assessment will be scored

Departmentally-developed rubric

### Who does the scoring?

Departmental faculty

### Standard of Success

75% of students will score 70% or higher.

## Assessment #3

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### Course Objectives

	Objective(s)
1.	Recognize basic organizational behavior principles and how they influence behavior in the workplace.
2.	Discuss how individual human behavior in the workplace is influenced by personality, values, perceptions, work attitudes, and motivations.
3.	Outline the elements of group behavior including group formation, group dynamics, conflict, agreement, and decision making.
4.	Recognize behavior at the organizational level related to power, politics, and change management.
5.	Recognize how various perspectives and approaches to managing and leading relate to influencing human behavior in organizational systems.
6.	Recognize and apply concepts and terms related to the design of work, job analysis, job descriptions, and job specifications.
7.	Recognize concepts and terms related to and impacting organizational structure and design configurations.
8.	Recognize internal and external forces for change in organizations.
9.	Recognize the implications of organizational culture for people within organizations and cross-cultural collaborations.
10.	Examine how the processes, principles, and practices related to influencing individual behavior in the workplace apply to students' careers.
11.	Examine how the processes, principles, and practices related to influencing group behavior in the workplace apply to students' careers.
12.	Examine how the processes, principles, and practices related to organizational and job design in the workplace apply to students' careers.
13.	Enhance critical thinking, research, and writing skills.

### General Education Area(s)

#### Area 1: Writing

No

**Area 2: 2nd Writing or Communication/Speech**

No

**Area 3: Mathematics**

No

**Area 4: Natural Science**

No

**Area 5: Social and Behavioral Science**

No

**Area 6: Arts and Humanities**

No

**MTA General Education**

No

**Review**

**Is conditional approval requested?**

No

**Is this course currently conditionally approved, and you are now submitting it for full approval?**

No

Key: 1197

# **Washtenaw Community College Comprehensive Report**

## **BMG 279 Organizational Management Effective Term: Fall 2020**

### **Course Cover**

**Division:** Business and Computer Technologies

**Department:** Business

**Discipline:** Business Management

**Course Number:** 279

**Org Number:** 13210

**Full Course Title:** Organizational Management

**Transcript Title:** Organizational Management

**Is Consultation with other department(s) required:** No

**Publish in the Following:** College Catalog , Time Schedule , Web Page

**Reason for Submission:** Three Year Review / Assessment Report

**Change Information:**

**Consultation with all departments affected by this course is required.**

**Course title**

**Course description**

**Outcomes/Assessment**

**Objectives/Evaluation**

**Rationale:** Updated syllabus based on course revision per the assessment in March 2020. It was noted in that assessment that “The Blackboard course site was recently redesigned, but based on this assessment there is still much work to be done.” A new OER has been added. The course title will change to Organizational Management to more closely mirror equivalent courses at transfer schools.

**Proposed Start Semester:** Fall 2020

**Course Description:** In this course, students examine the theories, principles, and practices in organizational effectiveness, efficiency, and human resource development that drive high performance and continuous improvement in business today. Topics include job and organizational design, work attitudes and behavior, motivation, leadership, group dynamics, conflict, agreement, decision-making, power and politics. The course will be taught with a combination of lectures and experiential learning techniques so that students understand themselves and other people at work and learn how to create effective work groups to be successful in life. The title of this course was previously Performance Management.

### **Course Credit Hours**

**Variable hours:** No

**Credits:** 3

**Lecture Hours: Instructor:** 45 **Student:** 45

**Lab: Instructor:** 0 **Student:** 0

**Clinical: Instructor:** 0 **Student:** 0

**Total Contact Hours: Instructor:** 45 **Student:** 45

**Repeatable for Credit:** NO

**Grading Methods:** Letter Grades

**Audit**

**Are lectures, labs, or clinicals offered as separate sections?:** NO (same sections)

### **College-Level Reading and Writing**

College-level Reading & Writing



## **College-Level Math**

No Level Required

### **Requisites**

### **General Education**

### **Request Course Transfer**

**Proposed For:**

### **Student Learning Outcomes**

1. Identify the foundations of human behavior in a variety of organizations.

#### **Assessment 1**

Assessment Tool: Outcome-related departmental exam questions

Assessment Date: Fall 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Answer key

Standard of success to be used for this assessment: 75% of students scoring 70% or higher

Who will score and analyze the data: Department faculty

2. Recognize and apply the concepts, processes, and practices related to guiding, leading, and managing individual behavior.

#### **Assessment 1**

Assessment Tool: Outcome-related departmental exam questions, discussions, cases, and journals

Assessment Date: Fall 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Departmental exam: answer key Discussions, cases, and journals: rubric

Standard of success to be used for this assessment: 75% of students scoring 70% or higher

Who will score and analyze the data: Department faculty

3. Recognize and apply the concepts, processes, and practices related to guiding, leading, and managing group behavior.

#### **Assessment 1**

Assessment Tool: Outcome-related departmental exam questions, discussions, cases, and journals

Assessment Date: Fall 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Departmental exam: Answer key Discussions, cases, and journals: rubric

Standard of success to be used for this assessment: 75% of students scoring 70% or higher

Who will score and analyze the data: Department faculty

4. Recognize and explain the concepts, processes, and practices related to creating, managing, and leading effective organizations.

### **Assessment 1**

Assessment Tool: Outcome-related departmental exam questions, discussions, cases, and journals

Assessment Date: Fall 2023

Assessment Cycle: Every Three Years

Course section(s)/other population: All

Number students to be assessed: All

How the assessment will be scored: Departmental exam: answer key Discussions, cases, and journals: rubric

Standard of success to be used for this assessment: 75% of students scoring 70% or higher

Who will score and analyze the data: Department faculty

### **Course Objectives**

1. Recognize basic organizational behavior principles and how they influence behavior in the workplace.
2. Discuss how individual human behavior in the workplace is influenced by personality, values, perceptions, work attitudes, and motivations.
3. Outline the elements of group behavior including group formation, group dynamics, conflict, agreement, and decision making.
4. Recognize behavior at the organizational level related to power, politics, and change management.
5. Recognize how various perspectives and approaches to managing and leading relate to influencing human behavior in organizational systems.
6. Recognize and apply concepts and terms related to the design of work, job analysis, job descriptions, and job specifications.
7. Recognize concepts and terms related to and impacting organizational structure and design configurations.
8. Recognize internal and external forces for change in organizations.
9. Recognize the implications of organizational culture for people within organizations and cross-cultural collaborations.
10. Examine how the processes, principles, and practices related to influencing individual behavior in the workplace apply to your career.
11. Examine how the processes, principles, and practices related to influencing group behavior in the workplace apply to your career.
12. Examine how the processes, principles, and practices related to organizational and job design in the workplace apply to your career.
13. Enhance critical thinking, research, and writing skills.

### **New Resources for Course**

Organizational Management at WCC (OER)

### **Course Textbooks/Resources**

Textbooks

None. *Organizational Management at WCC*, 1st ed. OER, 2020

Manuals

Periodicals

Software

### **Equipment/Facilities**

Level III classroom

**Reviewer**

**Action**

**Date**

**Faculty Preparer:**

*Douglas Waters*

*Faculty Preparer*

*May 22, 2020*

**Department Chair/Area Director:**

*Douglas Waters*

*Recommend Approval*

May 22, 2020

**Dean:**

Eva Samulski

*Recommend Approval*

May 26, 2020

**Curriculum Committee Chair:**

*Lisa Veasey*

*Recommend Approval*

*Jun 19, 2020*

**Assessment Committee Chair:**

Shawn Deron

*Recommend Approval*

*Jun 23, 2020*

**Vice President for Instruction:**

*Kimberly Hurns*

*Approve*

Jul 06, 2020