

Course ID	Course Description	Course Objectives
<p>HSMG 6370</p> <p>Human Resources/Organizational Behavior</p>	<p>A course combining both Organizational Behavior and Human Resource Management, this offering provides theoretical and practical content for managers of health care organizations. By integrating the content areas of both subjects, this course allows students to learn organizational theory and then to apply it to human resource issues. Broad topical areas include psychological and cultural processes affecting recruitment and selection, factors influencing training and development, the scientific method as applied to health care organizations, theories and practices influencing employee performance, effective management theory and practice, engaging and involving employees in organizational processes, employee well-being, and managing change.</p>	<ol style="list-style-type: none"> 1. Explore the role of the manager in an organization and view organizational processes and outcomes in relation to this role. 2. Compare and contrast the concepts of organization behavior and structure and the interrelationship between the two throughout their histories. 3. Discuss the foundations in the social science disciplines of sociology, psychology, economics, and social psychology in contributing to our understanding of behavior in organizations. 4. Identify the major features of organizations (structure, culture, technology) and recognize the form they might take in health care organizations. 5. Utilize current managerial concepts and tools to manage organizations and behavior in organizations 6. Apply theories of change management and organizational development to increase workforce effectiveness. 7. Identify and apply conflict resolution methods to effectively achieve organizational goals. 8. Describe the informal organization and its effect on communication within organizations, including confidential and sensitive information. 9. Describe the use of power in policy making, both from an organizational and community perspective. 10. Recognize patterns of behavior and causal relationships and identify appropriate approaches or solutions.