

NATIONAL-LOUIS UNIVERSITY

MASTER COURSE OUTLINE

Course / Workshop Prefix and Number LAS 431 Qtr or sem hours 5qh (fixed)

Course / Workshop Title Managerial and Supervisory Behavior

College Arts and Sciences Unit/Program/Department Applied Behavioral Sciences

Catalog description (maximum @ 100 words):

Students will explore various aspects of managerial and supervisory behavior as they relate to everyday life. Emphasis is placed on practical applications of behavioral science research finds in the areas of motivation, decision making, problem solving and employee/subordinate development.

Prerequisite(s): Good standing in the ABS program.

Relationship to specific NLU program(s):

LAS 431 is a required course in the *Applied Behavioral Sciences* program and is designed to be taught in the accelerated Applied Behavioral Sciences program. A variety of methods are employed, e.g., lecture, discussion, instructional media and experiential activities. (Twenty clock hours).

Course goals and expected student learning outcomes:

This course is designed to assist learners in understanding applied behavioral science principles underlying effective managerial and supervisory behavior. Specifically, learners will draw upon concepts presented in earlier courses to more effectively manage and supervise their personal and professional interactions.

Concepts normally associated with management and supervision such as motivation, employee development, and leadership will be addressed from a systems perspective. Emphasis will be placed on the roles one's temperament, learning style and behavioral style play in personal-organizational effectiveness.

Course Objectives

- Students will experience and understand what constitutes managerial and supervisory behavior.
- Students will consider factors in the organizational system which influence these behaviors.
- Students will gain familiarity with theories and practices of motivation.
- Students will understand how to use the principles of employee development.
- Students will explore the basic principles and practices of interviewing.
- Students will become familiar with decision making and problem solving from a managerial/supervisory perspective.

Major Topics:

- Motivation of employees
- Understanding the organization as a system
- Viewing the supervisor as a behavioral scientist
- Dealing with problems within the organizational setting
- Interviewing
- Dealing with discipline issues
- Employee development and training
- Problem solving
- Decision making

Suggested method(s) for evaluating student performance:

- Participation in individual and group exercises as well as out-of-class assignments; and
- A final applied summary paper integrating assigned readings and class activities with personal and professional experiences.

Representative text(s) and/or supporting resources:

Aldag, R. and Stearns, T.(1987). Management. Cincinnati, Ohio: South-Western Publishing Co.

Hersey, P., Blanchard, K., and Johnson, D. (1996). Management of Organizational Behavior: Utilizing Human Resources (7th ed). Upper Saddle River, New Jersey: Prentice Hall.

Schermerhorn, J., Hunt, J., and Osborn, R. (1988). Managing Organizational Behavior (3rd ed). New York, New York: John Wiley & Sons.

Stoner, J. (1982) Management (2nd ed). Englewood Cliffs, New Jersey: Prentice-Hall, Inc.

Weisbord, M, (1978). Organizational Diagnosis: A Workbook of Theory and Practice. Reading, Massachusetts: Addison-Wesley Publishing Company.

Submitted by William Boyle, Ed.D., William Owen, Ed.D., & Pat Schafehen, M.S. Date 11/15/92

Revised by (if applicable) William Boyle, Ed.D.

Date 12/20/00