

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Organizational Development
COURSE NUMBER: HRM 310

productivity, Organizational norms, cultural design, and structure are explored

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will define the process of organizational development as a strategic means to affect change to an organization's culture.

Learning Objectives: The student will:

- A-1 Describe how theories and models of planned change, when applied effectively, contribute to successful organizational change.
- A-2 Diagnose organizational systems that explain the behavior within a company before and after change.
- A-3 Identify methods of collecting data while diagnosing organizations.
- A-4 Describe qualitative and quantitative methods to analyze data in order to produce meaningful results.
- A-5 Describe the importance of feedback to groups so that readiness for change can be supported and resistance to change can be overcome.

GOAL B:

The student will apply various interventions to construct a plan that will support a new organizational vision.

Learning Objectives: The student will:

- B-1 Discuss goal analysis and how individual, interpersonal, and group

- B-2 Identify workforce restructuring designs aimed at moving organizations from traditional structures to more flexible structures.
- B-3 Discuss how Human Resources departments manage individuals and groups while aligning work behavior with organizational strategy.
- B-4 Identify workforce diversity trends that are shaping the labor market of today's organizations.
- B-5 Describe competitive and collaborative strategies to help position organizations strategically, socially, and economically within the marketplace.

GOAL C:

The student will apply organizational theories, principles, and trends to real life organizations.

Learning Objectives: The student will:

- C-1 Examine case studies, movies, and literature to evaluate effectiveness or lack of when change was applied.
- C-2 Research HR journals, books, texts, articles and websites to support facts discussed in the term paper, citing references.
- C-3 Create a presentation focusing on a design intervention.