

Organizational Behavior in Healthcare Administration
HSA 6540
Syllabus

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Prerequisite: Graduate standing

Course Description: Organizational Behavior is the application of the behavioral sciences to the understanding of interpersonal relationships in business and how these factors influence efficiency, morale, and business practices. It is a required course for completion of the Masters of Health Services Administration Degree. The MHSA degree is designed for the individual employed in the healthcare field who wishes to pursue a program of graduate study in middle-level healthcare administration. OB in healthcare administration examines organizational theory, behavior and development in the unique context of the healthcare setting. Through its graduate interdisciplinary programs, Mississippi College offers students the opportunity to position themselves for the future challenges they may face.

Credit: 3 hours

Learning objectives:

1. Define organizational behavior and identify major challenges facing healthcare organizations and managers today.
2. Define diversity and cultural competence and identify changes in US demographics as to how they affect the healthcare industry.
3. Explain the effect of attitudes and perceptions and how this affects human behavior.
4. Identify communication as a major challenge for managers to provide information and results in efficient and effective performance of the organization.
5. Define and operationalize content and process theories of motivation and attribution.
6. Differentiate between the concept of “power” and “leadership” as applicable to organizational behavior.
7. Evaluate optimal levels of stress and conflict in the work setting as a way to maximize efficiency and effectiveness with creativity.
8. Understand the effect of group dynamics on the delivery of effective and efficient healthcare.
9. Discuss the management of organizational change.
10. Identify how the simultaneous impact of multiple structures affect organizational theory and design.

Instructional resources and methodology

Teaching methods in this class will include case studies, powerpoint presentations, lecture, small group work and class work exercises. Students are encouraged to utilize available resources included in the required text. Student participation is imperative. All questions and contributions are welcomed.

Academic integrity and Student responsibility

Mississippi College students are expected to be scrupulously honest. Dishonesty, such as cheating or plagiarism, will be regarded as a serious offense subject to severe penalty, including but not limited to loss of credit and possible dismissal. See the Graduate Handbook, page 14, or policy 2.19 for specific information.

Text

Organizational Behavior, Theory and Design in Healthcare, Nancy Borkowski, 2009. ISBN # 978-0-7637-4285-0.

Examinations and grading

2 case studies-10%
Group Discussion- 5%
Quizzes-15%
Final – 25%
2 papers- 20 %
Powerpoint presentations- 25%

Class participation is not graded, but it will be noted. The professor reserves the right to add or not add up to a .1/2 point to the final grade based on your participation in class.

Grading scale

93-100= A
90- 92 = B+
84-89 = B
81- 83 = C+
75-80 = C
70-74 = D
60-69 = F

Attendance

In accordance with the university policy, students are expected to attend class regularly and punctually. Any student whose absences, whether excused or unexcused, exceed 25% of the class meetings will receive a grade of F in the course. Make-up exams are not given. Students will receive a “0” for a missed exam.

Graduate students are responsible for the information contained in the Graduate Manual in its entirety. You may obtain a hard copy from your department or the Graduate Office.

Class Schedule*

- Week 1** – Introduction to Organizational Behavior in Healthcare Administration. Read chapters 1 &2.
- Week 2** – Discuss Chapters 1 & 2, read Chapters 3 &4.
- Week 3** – Discuss chapter 3 & 4. Read chapter 5- 6.
- Week 4-** **Quiz #1 Chapter 1-4.** Discuss Chapter 5-6. Read Chapter 7.
- Week 5** – Discuss Chapter 7. Read Chapter 8-9.
- Week 6** – Discuss Chapter 8-9. Read Chapter 10 – 11.
- Week 7** – **Quiz #2 on Chapters 5-11.** Discuss Chapter 10 – 11. Read Chapters 12-13.
- Week 8** – Discuss Chapter 12 -13. Read Chapter 14-15.
- Week 9** – Discuss Chapter 14 – 15. Read Chapter 16.
- Week 10-** **Spring Break week. No classes scheduled.**
- Week 11** – **Quiz # 3 on Chapters 14 – 16.** Read Chapter 17-18.
- Week 12** – Discuss Chapter 17 – 18. Read chapters 19 – 20.
- Week 13-** **Quiz # 4 on Chapters 17 – 18.** Discuss Chapter 19 – 20. Read Chapter 21- 22.
- Week 14** – **Quiz # 5 on Chapters 19 – 22.** Discuss Chapter 21- 22.
- Week 15** – **Student presentations**
- Week 16** – **Final exam**

*Be prepared for a brief test at the beginning of each class. The content of the test will be related to the underlying principles and/or concepts covered in the previous week's assignments. Sign and return the following page to the professor. Below is a copy of the statement you will sign.

I have read and understand the syllabi for HSA 6540. I agree to abide by the syllabi and understand that the instructor has the authority to change the schedule and any part of this syllabus. It is my responsibility to obtain any notes and any deviations from the schedule should I fail to attend a class or arrive late. I understand that make-up exams are not given and should I miss an exam I will receive a 0 for the missed exam.

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AGREEMENT

I have read and understand the syllabi for HSA 6593. I agree to abide by the syllabi and understand that the instructor has the authority to change the schedule and any part of this syllabus. It is my responsibility to obtain any notes and any deviations from the schedule should I fail to attend a class or arrive late. I understand that make-up exams are not given and should I miss an exam I will receive a 0 for the missed exam.

Signature

Date

Printed Name

Please provide an e-mail address and phone number should the professor need to contact you. You are encouraged to use your mc.edu e-mail and check it regularly.

E-Mail:

Phone: (Cell phone preferred)
