

NATIONAL-LOUIS UNIVERSITY

MASTER COURSE OUTLINE

Course / Workshop Prefix and Number LAS 331 Qtr or sem hours 4qh (fixed)

Course / Workshop Title Dynamics of Group Behavior

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

Catalog description (maximum @ 100 words):

This course is a study of group behavior and the effect group functioning has upon organizational effectiveness. Emphasis is placed on the basics of group behavior, principles of group dynamics, problem solving, decision making, diagnosing and resolving conflict in groups, and managing and facilitating meetings.

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

Relationship to specific NLU program(s):

This course is designed for students who are completing a Bachelor of Arts in Behavioral Science. This is the first course in the ABS program and serves to (a) introduce learners to concepts inherent in group dynamics and (b) develop class members into a learning cohort by providing group skills and behaviors that will be drawn upon for the rest of the program sequence.

Course goals and expected student learning outcomes:

Upon completion of the course students will:

1. Understand fundamental terms/concepts within the study of group dynamics.
2. Understand the stages of effective group development and implications for subsequent performance.
3. Demonstrate constructive interpersonal behaviors in group problem solving and decision making.
4. Identify sources of group conflict and implications for resolution strategies.
5. Analyze problematic group behaviors, recommending interventions based on theoretical contributions of current research efforts.
6. Understand how effective meetings are constructed and their role in the decision making process.

Major Topics:

- Terms and definitions.
- Group development models
- Group characteristics and their effects on performance (e.g. norms, groups size, composition).
- Member roles and interpersonal behaviors.
- Conflict sources and resolution strategies.
- Group problem solving (e.g., problem analysis, goals, generation of alternatives, and evaluation).
- Strategies for effective group decision making.

Suggested method(s) for evaluating student performance:

Class participation, weekly reflective journal, analysis papers simulations, and final applied summary paper.

Representative text(s) and/or supporting resources:

Patton, B.R., Giffin, K., & Patton, E.N.(3rd ed. 1989). Decision-making group interaction. Harper Collins: New York, NY

Doyle, M., & Straus, D. How to make meetings work. Berkley Publishing Group: New York, NY.

Suggested readings:

Sampson, E. & Marthas, M. (1981) Group process for the health professions (2nd ed). Wiley & Sons: New York, NY.

Wilson, G. (1995). Groups in context: Leadership and participation in small groups. University Press of America:

Delivery systems (check all that apply):

- Traditional classroom delivery
- Field model
- On-line
- Other system (describe):

Submitted by Michael Payne, Ph.D.,

Date 2/22/88

Revised by (if applicable) Weiglein, Ed.D. & William Owen, Ed.D.

Date 01/03/01