The main focus of organizational behavior is on the attitudes and performance of employees, and subsequently the performance of the organization. In this class, we will cover the attitudes and performance of employees from two different perspectives. For the first half of the class, we will discuss how we can improve our own personal attitudes and performance in the workplace as well as in everyday life. During the second half of the class, we will discuss how we can manage and improve the attitude and performance of others. Learning how to improve your personal attitude and performance as well as helping others to improve theirs will be critical to your career success no matter what career you choose and regardless of whether the term “Manager” ever appears in your job title. Though being able to manage yourself and others effectively is a critical success factor to organizations and individuals alike, unfortunately, you can probably think of more examples of bad management than you can good. A perusal of the Business section at Barnes and Nobles will demonstrate how prone to fads and bad ideas the area of management is.

Despite this, we actually know a great deal about how to improve ourselves and manage others. Thus, in this course we will explore the factors, identified through research, that separate great employees and managers from those who are just average or worse. In doing so, you will be introduced to the skills organizations are so desperately seeking. Although managing people in the real world is complex, you can improve your ability to manage by focusing on what evidence from scientific research tells us, and mastering these skills now will significantly increase your career potential, no matter your chosen profession.