

COMM 341: Organizational Communication

Fall 2015

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Northwest Christian University

TEXTBOOKS:

Miller, K. (2015). *Organizational communication: Approaches and processes* (7th ed.). Belmont, CA: Wadsworth/Cengage.

The Arbinger Institute (2010). *Leadership and self-deception: Getting out of the box*. 2nd ed. San Francisco, CA: Berrett-Koehler.

COURSE PURPOSE AND OBJECTIVES:

Organizations *are* organizations because they *organize* the efforts of at least two distinct individuals into a coordinated mutual effort. For reasons that ought to be obvious, this is impossible without communication, and the effectiveness of an organization's communication is a critical limiting factor upon its overall effectiveness.

Successful completion of this course will require achievement of the following learning outcomes:

- Through the exams, you will demonstrate mastery of current concepts and theoretical applications drawn from organizational communication research.
- Through the literature review, you will evaluate empirical processes.

COURSE REQUIREMENTS:

- Literature review. 30%. You will sign up for a topic from a list posted in BeaconLearning. You will trace the development of one or more pivotal ideas through at least three articles from peer-reviewed communication journals. You will conclude by identifying a gap in the research and sketching a possible research design for filling the gap.
- Exams. 25% each. You will demonstrate your mastery of the text material via your performance on examinations consisting of objective items.
- Discussion Leadership. 10%. On one Friday, you and a partner will assume responsibility for leading the class in discussion of an assigned reading. Your grade will be determined by your effectiveness in connecting the reading to concepts introduced in the assigned textbooks; you should guide your classmates in recognizing details that exemplify, or perhaps challenge, those concepts.
- Tithe. 10%. You will return feedback for future improvement of the class. You may do this by completing the course evaluation, or completing an alternate assignment which I will describe in class.

TENTATIVE SCHEDULE:

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|---------|----------------------------------|---------------------------|--|
| Week 1 | | Welcome! | How to do a literature review |
| Week 2 | Leadership and Self Deception | Miller 2: Classical | Classical |
| Week 3 | | Miller 3: Human Relations | Human Relations |
| Week 4 | Miller 4: Human Resources | Human Resources | Discussion: Why I Regret Being A Nice Boss Literature review topic due, 11:55 PM |
| Week 5 | Miller 5: Systems | Systems | Discussion: The Fabric of Creativity |
| Week 6 | Miller 6: Culture | Culture | Discussion: Companies Can't Rite, I Mean Write |
| Week 7 | Miller 7: Critical | Critical | |
| Week 8 | Miller 8: Socialization | Socialization | Review |
| Week 9 | Test 1 | Miller 9: Decision-making | Decision-making |
| Week 10 | Miller 10: Conflict | Conflict | Discussion: Is It Possible To Lay People Off Nicely? |
| Week 11 | Miller 11: Change and Leadership | Change and Leadership | Discussion: Lost In Space |
| Week 12 | Miller 12: Emotion | Emotion | Discussion: Life on a Navy Sub Literature review due, 11:55 PM |
| Week 13 | Miller 13: Diversity | Diversity | Discussion: Observations From A Tipless Resturant |
| Week 14 | Miller 14: Technology | Technology | |
| Week 15 | Review | | Test 2 |