

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:

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