



MASTER COURSE OUTLINE

A. GSCM 1510 Workplace Human Relations

B. COURSE DESCRIPTION:

This course examines interpersonal relationship skills in the work environment. Students evaluate individual strengths and weaknesses and assess and learn transferable skills. This course emphasizes employment-enhancing skills that include understanding and improving relationships and communication with co-workers, supervisors, subordinates, and customers. This survey course introduces concepts and methods for improvement of interpersonal relations.

(2 Cr – 2 lect, 0 lab)

C. ****Core Theme: Critical Thinking and Human Diversity**

D. RIVERLAND INSTITUTIONAL LEARNING OUTCOMES:

This course addresses the following Riverland Institutional Learning Outcome(s):

- ILO 1: critical thinking (*Core Theme Goal 2*)
- ILO 2: awareness of the larger global community (*Core Theme Goal 7 or 8*)
- ILO 3: ethical, engaged citizenship (*Core Theme Goal 9 or Goal 10*)
- ILO 4: communication and collaboration (*Discipline Goal 1 and by any learning outcome(s) involving communication or collaboration*)

E. MAJOR CONTENT AREAS:

- Self-assessment
- Stress management
- Benefits and negotiations
- Communication
- Teamwork and teambuilding
- Problem solving
- Conflict resolution
- Workplace diversity
- Managers and leaders
- Work ethics and integrity
- Motivation and goal setting

F. GOAL TYPE, OBJECTIVES, AND OUTCOMES:

<u>GOAL TYPE</u>	<u>OBJECTIVES</u>	<u>OUTCOMES</u>
<u>**Critical Thinking</u>	analyze the logical connections among the facts, goals and implicit assumptions relevant to a problem or claim; generate and evaluate implications that follow from them.	<ol style="list-style-type: none"> 1. create attainable and realistic short and mid-range career goals that build to completing a long-term goal. 2. demonstrate knowledge of Smart goal setting process by writing short and long-term career-oriented goals.
<u>**Human Diversity</u>	analyze their own attitudes, behaviors, concepts and beliefs regarding diversity, racism, and bigotry.	<ol style="list-style-type: none"> 1. examine personal bias and stereotypes through self-assessment. 2. complete and explain self-assessments. 3. complete activities exploring human diversity in the workplace.
<u>CS</u>	demonstrate an understanding of how leadership styles affect the workplace today.	<ol style="list-style-type: none"> 1. identify different leadership styles that contribute to a positive work environment. 2. complete a leadership style self-assessment.
<u>CS</u>	understand how lack of motivation and procrastination affect job satisfaction and productivity.	<ol style="list-style-type: none"> 1. complete a self-assessment focusing on job productivity.
<u>CS</u>	gain an understanding of ethical behavior in the workplace.	<ol style="list-style-type: none"> 1. complete activities that emphasize more and ethical behavior in the workplace. 2. identify ethical behavior in workplace scenarios.
<u>CS</u>	develop an understanding of working effectively in groups.	<ol style="list-style-type: none"> 1. identify the skills need to be effective in a group or team setting. 2. complete a personality test and identify how their personality fits in the team dynamic.

G. SPECIAL INFORMATION:

This course may require use of the Internet, the submission of electronically prepared documents and the use of a course management software program. Students who have a disability and need accommodations should contact Accessibility Services at the beginning of the semester. This information will be made available in alternative format, such as Braille, large print, or current media, upon request.

H. COURSE CODING INFORMATION:

Course Code H/Class Maximum 30; Letter Grade

Revision date: 04/04/11; 04/02/18; 11/15/22

AASC Approval date: 04/17/18; 12/13/22

*Riverland Community College Disciplines	MnTC Goal Number
Communication (CM)	1
Natural Sciences (NS)	3
Mathematics/Logical Reasoning (MA)	4
History and the Social & Behavioral Sciences (SS)	5
Humanities and Fine Arts (HU)	6

**Riverland Community College Core Themes	MnTC Goal Number
Critical Thinking (CT)	2
Human Diversity (HD)	7
Global Perspective (GP)	8
Ethical and Civic Responsibility (EC)	9
People and the Environment (PE)	10

*These five MnTC Goals have been identified as Riverland Community College Disciplines.

** These five MnTC Goals have been identified as Riverland Community College Core Themes.

NOTE: The Minnesota Transfer Curriculum “10 Goal Areas of Emphasis” are reflected in the five required discipline areas and five core themes noted in the Riverland Community College program of study guide and/or college catalog.