

# BAS 315 : Management, Leadership, and Organizations

**Credits** 5

**Quarter Offered** Fall

(Formerly BAS 310) People no longer work for a single organization for the duration of their career. With access to social media and the increased transparency into the quality of management and leadership in organizations, people can be more selective in the organizations they choose to work for. Additionally, society is placing an increasing value on work/life balance, diversity, and organizational justice. Entrepreneurs are experimenting with a variety of organizational structures that differ from the dominant pyramid structure with a single focus on shareholder value. In this course, students will learn management, leadership, and problem-solving techniques and be exposed to a variety of organizational cultures and structures. Learning about the variety of management and leadership styles and organizations allows students to determine what type of manager or leader they want to be or work for and what type of organization they want to work in. This class may include students from multiple sections.

Must be seeking a Bachelor of Applied Science in Management degree to enroll. If interested, visit [pencol.edu/bas](http://pencol.edu/bas)

## **Prerequisites**

BAS Management Programs Admittance

## **Course Outcomes**

Apply critical thinking techniques to identify problems, understand the situation, define the end state, identify alternatives, decide on a solution, create a plan to implement the solution, and reflect to learn.

Assess a situation, identify potential improvements in individual and group effectiveness, and determine if management or leadership skills are needed and what type of influence and motivation should be utilized to move the organization toward achieving the strategic goals.

Practice effective communication to learn how to influence colleagues to improve the organization's structure, culture, and/or processes.

Differentiate a variety of organizations' cultures and structures and assess their impacts on customer and employee satisfaction.

Identify individual strengths and weaknesses in emotional intelligence as well as management, and leadership skills.