BMG 63.1 Course Outline as of Fall 2014

CATALOG INFORMATION

Dept and Nbr: BMG 63.1 Title: MOTIVATION/EMPOWERMENT
Full Title: Motivation and Empowerment
Last Reviewed: 1/25/2021

Units		Course Hours per Week		Nbr of Weeks	Course Hours Total	
Maximum	1.50	Lecture Scheduled	1.50	17.5	Lecture Scheduled	26.25
Minimum	1.50	Lab Scheduled	0	3	Lab Scheduled	0
		Contact DHR	0		Contact DHR	0
		Contact Total	1.50		Contact Total	26.25
		Non-contact DHR	0		Non-contact DHR	0

Total Out of Class Hours: 52.50 Total Student Learning Hours: 78.75

Title 5 Category:	AA Degree Applicable
Grading:	Grade or P/NP
Repeatability:	00 - Two Repeats if Grade was D, F, NC, or NP
Also Listed As:	
Formerly:	

Catalog Description:
This course provides the knowledge, skills, and tools for creating a motivational organizational environment. Topics include identifying individuals' motivational needs, assessing the organization's motivational status, and developing and applying motivational strategies.

Prerequisites/Corequisites:

Recommended Preparation:
Eligibility for ENGL 100 or ESL 100

Limits on Enrollment:

Schedule of Classes Information:
Description: This course provides the knowledge, skills, and tools for creating a motivational organizational environment. Topics include identifying individuals' motivational needs, assessing the organization's motivational status, and developing and applying motivational strategies. (Grade or P/NP)
Prerequisites/Corequisites:
Recommended: Eligibility for ENGL 100 or ESL 100

Limits on Enrollment:
Transfer Credit: CSU;
Repeatability: Two Repeats if Grade was D, F, NC, or NP

ARTICULATION, MAJOR, and CERTIFICATION INFORMATION:

AS Degree:	**Area**			Effective:	Inactive:
CSU GE:	**Transfer Area**			Effective:	Inactive:
IGETC:	**Transfer Area**			Effective:	Inactive:
CSU Transfer:	Transferable	Effective:	Fall 1998	Inactive:	
UC Transfer:		Effective:		Inactive:	

CID:

Certificate/Major Applicable:
Certificate Applicable Course

COURSE CONTENT

Student Learning Outcomes:
At the conclusion of this course, the student should be able to:
1. Differentiate among and summarize assorted motivational theories.
2. Determine organizational and/or individual need(s), formulate and demonstrate motivational strategies, and evaluate the planned outcomes.
3. Identify and explain the principles of empowerment.

Objectives:
Upon completion, students will be able to:
1. Identify and describe the relationship between intrinsic and extrinsic levels of motivation, performance, and individual and organizational success.
2. Identify and evaluate an organization's motivational status.
3. Develop organizational and individual motivational strategies.
4. Describe how to reinforce an employee's productive behavior.
5. Create a plan to empower others to fulfill the goals of the organization.
6. Develop and assess the effectiveness of strategies.

Topics and Scope:

1. Intrinsic and extrinsic motivational needs in individuals.
   a. Motivational theories
      i. Individual motivational needs.
      ii. Relationship between individual's expectations, performance, and rewards.
      iii. Managerial motivation blocks.
      iv. Employee responses to motivation blocks.
   b. Assessment techniques for evaluating self and others, using motivational theory.
2. Assessment techniques for evaluating the organization's motivational status and effectiveness of its strategies.

3. Organizational and individual motivation strategies.
   a. Developmental plan for supervisors or managers and employees, including appropriate task delegation.
   b. Empowerment plan.
4. Individual motivational strategies.
5. Communicating expectations.

Assignment:

1. 15 to18 written analysis of reading assignments
2. Reading, approximately 15-50 pages per week
3. Analyze and apply real life situations (reading and written work) individually and/or in groups
4. 6 to12 workbook activities
5. Skills demonstrations based on motivational workbook activities

Methods of Evaluation/Basis of Grade:

Writing: Assessment tools that demonstrate writing skills and/or require students to select, organize and explain ideas in writing.

Written analysis of reading assignments and analysis of real life situations	Writing 30 - 45%

Problem Solving: Assessment tools, other than exams, that demonstrate competence in computational or non-computational problem solving skills.

6 to12 workbook activities	Problem solving 30 - 45%

Skill Demonstrations: All skill-based and physical demonstrations used for assessment purposes including skill performance exams.

Motivational skills demonstrations	Skill Demonstrations 10 - 20%

Exams: All forms of formal testing, other than skill performance exams.

None	Exams 0 - 0%

Other: Includes any assessment tools that do not logically fit into the above categories.

participation in large and small groups or online discussions.	Other Category 10 - 20%

Representative Textbooks and Materials:
Instructor-prepared materials.
Manager's Guide to Motivating Employees, by Anne Bruce, McGraw-Hill, 2nd Edition, 2011